

2024 IMPACT REPORT

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A Letter From Our CEO



To our stakeholders,

I'm pleased to present our 2024 Impact Report, marking another step in our journey toward responsible and sustainable business practices. As we reflect on our progress, we are proud of the strides we've made in embedding sustainability into our operations, contributing to a more resilient and promising future for Bloomin' Brands and the communities we serve.

The quality and safety of our ingredients remain a top priority. Our food safety protocols are designed with leading practices to support the consistent preparation of high-quality, safe meals across our restaurants. We invite our guests to enjoy every meal with confidence, knowing it has been prepared to create a welcoming and satisfying dining experience.

Our commitment to quality starts with our suppliers. These partnerships continue to deepen, ensuring that our supply chain aligns seamlessly with our environmental responsibility. These responsibilities include initiatives focused on areas including energy, waste, and water.

Our Team Members are the driving force behind our success. We've intensified our efforts to create a safe, inclusive, and

supportive workplace that fosters personal and professional growth. This report showcases some of the steps we are taking to enhance the well-being and development of Our People, as well as the ways that Bloomin' Brands is giving back to local communities.

With our second Impact Report, we remain committed to transparency and providing accurate, comprehensive information. As our sustainability strategy continues to evolve, we welcome your feedback, suggestions, and ideas to help us grow.

In navigating the challenges and opportunities of 2024 and beyond, Bloomin' Brands remains dedicated to creating a positive impact that extends far beyond our restaurants.

Thank you for your continued trust and partnership.

Sincerely,



Michael Spanos

Chief Executive Officer

Bloomin' Brands, Inc.

“Our commitment to Our People, with a focus on quality and sustainability, drives everything we do at Bloomin' Brands.”

INTRODUCTION

Since the opening of our first Bloomin' Brands restaurant in 1988, our commitment has always been to provide an outstanding dining experience for our guests. Today, we understand that delivering excellence goes beyond great food and service — it also means focusing on quality ingredients that are sourced with an eye toward minimal impact. We work to address the issues that matter to our customers and stakeholders through a sustainability strategy and goals that are deeply grounded in Bloomin' Brands' Principles & Beliefs.

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05 Our Company

08 Sustainability Strategy and Progress



Our Company

Bloomin' Brands, Inc. ranks among the world's largest casual dining restaurant companies, featuring a diverse portfolio of distinctive restaurant concepts. Our four founder-inspired brands — Outback Steakhouse, Carrabba's Italian Grill, Bonefish Grill, and Fleming's Prime Steakhouse & Wine Bar — reflect our commitment to quality and innovation. We currently own, operate, and franchise more than 1,450 restaurants across 46 states, Guam, and 12 countries, including both company-owned and franchise locations. For the fiscal period ending December 29, 2024, Bloomin' Brands reported total revenues from continuing operations of \$4 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 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 fish from around the world, seasonal dishes made with the highest-quality ingredients, classic and signature hand-crafted cocktails, and a unique selection of wines.



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





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 inclusion and belonging 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.

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.



2024 Highlights

OUR PEOPLE

More than 1,100 members across our Employee Resource Groups (ERGs)

Over 700 hours volunteered in support of 16 non-profit organizations during our Annual Community Service Day

More than \$500,000 donated to American Red Cross to support relief efforts in response to Hurricanes Helene and Milton

12-point improvement in our Net Promoter Score, which rates how likely a Team Member is to recommend Bloomin' Brands

OUR ENVIRONMENT

"Kitchen of the Future" tested at Carrabba's to transition from natural gas to electric kitchen equipment

Became an anchor subscriber for community solar projects

Two-thirds of our land-based protein comes from suppliers that have measures to reduce water consumption

90 percent of carryout packaging is recyclable or reusable

OUR INGREDIENTS

Achieved our 2024 goal of purchasing 100 percent cage-free eggs in the U.S.

Upgraded the online compliance system to monitor food safety

Continued collaboration on antibiotics with suppliers, academic experts, veterinarians, and animal science specialists

All U.S. suppliers are evaluated to ensure compliance with current Good Manufacturing Practices (cGMPs) and most have up to Global Food Safety Initiative (GFSI) standards

AWARDS



Sustainability Strategy and Progress

Since 2019, we have been making steady progress on our sustainability journey. We have identified the key sustainability topics most relevant to Bloomin' Brands, established a strategy to organize and develop action plans for each topic within our strategic pillars, and set goals to track progress and maintain accountability. In 2019, we conducted our first materiality assessment to analyze the sustainability issues most important to our business, customers, and stakeholders. This assessment was updated in 2021. More details about our approach to identifying material topics and the updated materiality assessment can be found on [page 33](#).



SUSTAINABILITY STRATEGY

We organized the results of the materiality assessment into three key strategic pillars: People, Environment, and Ingredients. These pillars comprise our areas of focus and have helped shape our goals moving forward.



OUR PEOPLE

Our leaders, Team Members, and the communities we serve are the backbone of our business's success. We believe in nurturing their growth and well-being in alignment with our core values. Within Bloomin' Brands, we foster an environment where everyone feels valued and motivated to contribute their best. Additionally, we engage in strong community partnerships that strive to make a meaningful impact.

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- 10 Culture and Employee Experience
- 12 Inclusion and Belonging
- 14 Community



Culture and Employee Experience

At Bloomin' Brands, we believe our culture serves as the foundation for the strength of our business. We aim to create a vibrant and enjoyable atmosphere across our diverse portfolio of restaurants, where every visit becomes a cherished experience filled with laughter and connection among friends and family. This lively culture enhances the appeal and value of a career with us, nurtures strong bonds among our Team Members, instills a deep loyalty to the company, and ultimately contributes to our success in achieving positive business outcomes.

DEVELOPING TALENT WITHIN THE WALLS OF BBI

A key aspect of our people strategy is fostering collaboration between restaurant operators and Team Members at the Restaurant Support Center (RSC). We believe strong connections are vital for inclusion and growth. We prioritize internal candidates for both restaurant and RSC roles, showcasing the value of our existing talent. Our commitment to inclusivity is reflected in our ERGs, which facilitate meaningful interactions. We also organize development programs that bring together individuals from our restaurants and the RSC, enhancing their professional growth and our team dynamics.

LEARNING & DEVELOPMENT

Team Members participate in regular reviews with their leaders to help them chart their career path and grow into new roles across our business. These discussions focus on identifying specific needs for advancement through the three Es: Education, Exposure, and Experience. Once we have determined their needs, we connect Team Members with tailored resources, such as training programs, mentorship opportunities, and challenging assignments. Our goal is to provide each Team Member with the support and guidance necessary to thrive in their career.

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 skills



SPOTLIGHT

Alex Marshall's transformation from a nervous newcomer to a confident host at Outback Steakhouse in Winchester, VA, showcases the power of inclusive employment. Hired in January, Alex's potential was immediately recognized by Manager Delores Garcia. Proprietor Hector Alvarado collaborated with Alex's vocational counselor to create a supportive, safe work environment. This approach enabled Alex to excel, mastering customer service and even training new Outbackers.

The restaurant's family-like atmosphere, celebrating equal opportunities, proved crucial to Alex's growth. Now considering a career in food preparation, Alex attributes his success to the management's unwavering support. "Hector and Delores support me in all aspects of my job," Alex says, highlighting how recognizing individual strengths can foster a thriving, inclusive workplace.



We offer structured training programs to prepare Team Members for new roles, including but not limited to:

- **Grow & Bloom Workshops:** These 60- or 90-minute workshops focus on leadership competency development and provide an opportunity for Team Members at all levels to engage in education, training, and development around the skills and best practices they need to succeed.
- **Leading People at Bloomin' Brands:** This internally developed program for RSC people leaders focuses on building coaching skills. This 12-month program has three phases: online learning, a multi-day live workshop, and quarterly coaching with a member of the Executive Leadership Team (ELT).
- **Authentic LeadHERship Development Program:** We worked together with a specialized executive coach to develop 10 high-potential individuals in leadership roles in the company. This collaboration focused on subjects such as emotional intelligence, enlisting allies, and personal branding.

EMPLOYEE ENGAGEMENT & RECOGNITION

Open communication with our Team Members is a top priority. We use surveys and interviews to understand their needs, concerns, and ideas. Annual pulse surveys provide valuable feedback from restaurant staff and RSC Team Members about their experiences. In our restaurants, we conduct in-person exit and stay interviews to gain insights into employee satisfaction and identify areas for improvement. Our brand leaders also visit field operations to engage in roundtable discussions, fostering a sense of connection within the team.

Recognizing and appreciating our Team Members is essential for a motivated workforce. We present many awards annually to celebrate outstanding achievements, with each brand president recognizing excellence and inspiring continued success.

Highlights from our 2024 pulse survey

87%
response rate

12-point
improvement on Net Promoter Score

86%
intent to stay (over the next one to two years)

BENEFITS & WELLNESS

The health and well-being of our Team Members is a cornerstone of our company culture. Bloomin' Brands collaborates with external organizations to conduct annual benchmarking so our benefits remain competitive and valuable for all employees. This information is validated each year, and necessary adjustments are made to ensure that our benefits continue to address the needs of our diverse workforce. We approach this process with the goal of providing a comprehensive total rewards package.

TOTAL REWARDS

Our total rewards philosophy aims to motivate and retain Team Members by offering comprehensive compensation packages. To align Team Member objectives with the company and, ultimately, shareholders, Bloomin' Brands offers programs that reward long-term performance. Additionally, we provide 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 fully portable.
- We prioritize our Team Members' mental well-being by offering virtual therapy accessible to all, regardless of insurance enrollment with the company, through mobile devices or computers. This program includes guided meditation options, ensuring flexible and convenient support for mental health when and where it's needed most.
- 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) program receive matching contributions.

Inclusion and Belonging



We envision a thriving culture where every Team Member feels appreciated, valued, and encouraged to share their unique talents and insights. We are driven to foster a collaborative and innovative environment where all Team Members feel truly engaged in their work and empowered to contribute to our success.

At Bloomin' Brands, we aim to reflect the diversity of the communities we serve. The Inclusive Leadership Team is committed to creating an environment where all Team Members feel valued throughout their time with our company. In 2024, approximately 33 percent of restaurant management positions were held by people of diverse racial and ethnic backgrounds and over 39 percent by women. This progress highlights our commitment to inclusivity at all levels of our organization.



GENDER		
●	Women	51%
●	Men	49%



RACE AND ETHNICITY ^[1]		
●	White	48%
●	Hispanic or Latino	27%
●	Black or African American	17%
●	Two or More Races	4%
●	No Response/Do Not Wish to Answer	2%
●	Asian	1.7%
●	American Indian or Alaskan Native	0.46%
●	Native Hawaiian or Other Pacific Islander	0.24%



GENERATION ^[1]		
●	Gen Z	53%
●	Millennials	31%
●	Gen X	13%
●	Baby Boomers	3%
●	Traditionalists/Silent	0.03%

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



EMPLOYEE RESOURCE GROUPS

Our five ERGs are essential in fostering a supportive and inclusive workplace. They create a sense of belonging by bringing together Team Members and allies who share backgrounds and interests. In recent years, we have expanded our ERGs into various local markets, allowing Team Members from our restaurants and the RSC to connect more deeply. These groups provide networking opportunities and promote community engagement. Our ERGs have dedicated executive sponsors who support their missions and success. As of December 2024, we had over 1,100 members across our ERGs, demonstrating our commitment to workplace diversity and inclusion.

Our annual ERG Leaders' Summit serves as a space to orient and onboard new leaders, introduce key resources, and facilitate meaningful connections between ERGs. At the summit, these leaders are also able to share details with the ELT on how Bloomin' Brands can continue to positively impact the employee experience.

EMPLOYEE RESOURCE GROUPS AT BLOOMIN' BRANDS

Participation in our ERGs is open to all Bloomin' Brands Team Members, regardless of gender, race, age or ethnicity. These groups exist for the purpose of providing a community for people to feel supported and also to connect and engage on topics curated by their respective Steering Committees.



BLOOMIN' BALANCE ERG SPOTLIGHTS

From mental health advocacy to industry accolades, our Bloomin' Balance ERG lived out its mission to inspire our community to lead happy, healthy, and fulfilled lives through total and balanced wellness in 2024. This year of significant progress shows how fueling well-being can transform careers and make impactful contributions to both the company and broader community.

Nicole McMickle

Past Chair, advanced mental health initiatives by joining the American Foundation for Suicide Prevention — Tampa Bay Chapter's Board, advocating for the 988 crisis lifeline in Washington, DC.

Marjorie Hope

Past member of the Bloomin' Balance Steering Committee and incoming 2025 Co-Chair for WIN. Named Bloomin' Brands' Change Maker for the Women's Foodservice Forum.



Community

Giving back is part of Bloomin's DNA. Since opening our first restaurant in 1988, we have given back to our neighbors and local communities. We proudly support the Tampa Bay community from the RSC in Tampa and in the other communities we serve.

EMPLOYEE GIVING

Our Team Members are passionate about supporting their communities. We offer Team Members several opportunities to give back. Since 2022, we have offered a 100 percent match of donations made by full-time RSC Team Members to an eligible non-profit organization. In 2024, we matched donations up to \$1,000 per Team Member.

In 2024, RSC Team Members participated in the 16th Annual Community Service Day, volunteering over 700 hours to support 16 non-profit organizations in Tampa Bay.



Highlights from 2024 community service events include:

- **Feeding Tampa Bay** — Our support allowed Feeding Tampa Bay to serve more than 71 million meals to food-insecure individuals and families through October 2024. Bloomin' Brands also provided capital sponsorship for their new facility, allowing them to offer millions of additional meals each year.
- **Meals on Wheels of Tampa** — Bloomin' Brands proudly sponsored Meals on Wheels of Tampa's signature event, Nourish the Homebound Breakfast. The 2024 event helped raise more than \$820,000 to help ensure 2,300 food-insecure elderly neighbors aren't going without food.
- **Step Up for Students** — In 2024, we provided a \$900,000 tax-deferred commitment to Step Up for Students, funding 110 scholarships. This organization offers financial support for low-income and special needs students to help them find the best academic experience to meet their needs. Over the past six years, Bloomin' Brands has made contributions totaling \$3.9 million, funding over 500 scholarships.
- **Moffitt Cancer Center** — Bloomin' Brands once again participated in Miles for Moffitt to raise funds for cancer treatment and research. ERG members joined a record-setting 10,700 other people for this event. Our sponsorship helped raise over \$1.3 million. We also sponsored Moffitt's Magnolia Ball, which raised \$5.3 million.

The BBI Trust is an employee assistance fund that supports Team Members during times of personal crisis. Funded through voluntary donations by Team Members, the Trust helps with life challenges, including natural disasters, funeral expenses, and emergency-related travel expenses.



NATURAL DISASTER RELIEF SUPPORT

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. In 2024, our brands united in response to Hurricanes Helene and Milton. We provided thousands of meals to first responders and those negatively impacted by the storms. Bloomin' Brands also donated more than \$500,000 to the American Red Cross to support relief efforts in the hardest-hit areas across Florida, Georgia, and North Carolina.

OUR ENVIRONMENT

At Bloomin' Brands, we are committed to actively addressing our environmental impacts, including greenhouse gas emissions, energy consumption, waste management, water conservation, and sustainable packaging. As responsible stewards of our environment, we are working to reduce our carbon footprint and conserve natural resources for future generations. These sustainable practices both support our long-term success and align with our Principles & Beliefs.

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Climate & Emissions

We acknowledge our role and responsibility in mitigating our impact on the climate. As part of our commitment, we have set a goal to reduce our direct emissions (Scopes 1 and 2) by 46.2 percent by 2030 from a 2019 baseline, aligned with the 1.5°C pathway. Additionally, we aim to reach net-zero emissions by 2050.

Through improvements in operational efficiency, we reduced our Scopes 1 and 2 emissions in 2024 by 16 percent, as compared to 2019, moving us closer to achieving our goal.

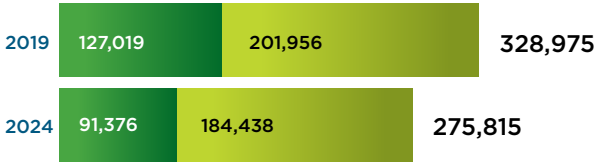
Recognizing that indirect (Scope 3) emissions from our supply chain make up the majority of our total emissions, we have started calculations to improve our understanding of these sources. We plan to report in the next fiscal year to include categories of Scope 3 emissions.

OUR CLIMATE GOALS

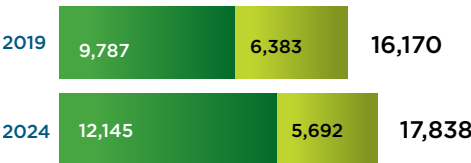
GOAL	CURRENT STATUS
By 2030, reduce Scopes 1 and 2 emissions by 46.2% compared to a 2019 baseline aligned with the 1.5°C pathway.	• 16 percent reduction in 2024 vs. 2019
Net-zero GHG emissions (Scopes 1 and 2) by 2050	• Assessment underway

GHG Emissions (MT CO₂e)^[1]

COMPANY-OWNED^[2]



BRAZIL^[2,3]



■ Scope 1 ■ Scope 2

^[1] Emissions data for the 2019 baseline year has been restated to incorporate required changes, in accordance with the GHG Protocol. All values reflect market-based emissions. Numbers may not total correctly because of rounding.

^[2] The figures in the chart do not include refrigerants, as we are currently refining the estimates. All reported numbers may change as data access and quality improve.

^[3] On December 30, 2024, we entered into amended and restated franchise agreements with all existing restaurants in Brazil; therefore, emissions from Brazil will be included in Scope 3 — Category 14: Franchises in future GHG reports.

KITCHEN OF THE FUTURE

In 2024, Bloomin' Brands tested the "Kitchen of the Future" project at Carrabba's, transitioning from natural gas to electric kitchen equipment. The initiative aimed to improve operational efficiency while reducing the company's carbon footprint. The project began with a comprehensive assessment of existing equipment, followed by selecting energy-efficient ones. Collaboration between Research & Development, Supply Chain, and Operations departments ensured that the new equipment delivers at parity or better food quality while improving labor efficiencies and reducing greenhouse gas emissions. An iterative approach allowed for continuous improvements based on real-world data.

PROJECT HIGHLIGHTS:

Transitioning kitchen equipment from natural gas to electric appliances

Maintains food quality and improves consistency

Increases team member productivity

Increases throughput during peak volume periods

Reduces energy consumption and carbon footprint

Energy

Since more than half of our operational emissions come from electricity consumption, we prioritize initiatives that enhance efficiency. In 2023, we formed a strategic partnership with an energy management consultancy to analyze our primary markets and identified opportunities for renewable energy investments. In 2024, we took additional steps forward, equipping our internal team with in-depth knowledge of various renewable energy investment options. We remain fully committed to developing a robust strategy for the coming years.

At Bloomin' Brands, our Development team continually innovates to reduce our environmental impact. In 2024, we made significant strides by developing a fully electric restaurant prototype and evaluating the feasibility of solar panel installations. While initial results revealed challenges due to limited roof space, we will continue to explore alternative solutions, such as solar panel canopies.

ENERGY EFFICIENCY

We are also actively implementing energy-saving strategies to minimize our overall consumption. A key initiative has been the widespread installation of LED lighting across our restaurant network. All new establishments are now equipped with LED fixtures as standard, while existing locations are progressively being upgraded. We have made strides in upgrading our infrastructure with high-efficiency equipment, including smart thermostats, new HVAC systems, and kitchen appliances.

Additionally, we have introduced energy management systems in several locations to monitor and optimize power usage. Our Joint Venture Partners receive monthly energy consumption reports for their respective outlets, which serve as valuable tools for identifying potential areas of improvement. These concerted efforts have yielded tangible results, helping us reduce Scope 2 emissions by nine percent in FY24 compared to the baseline year of 2019.



COMMUNITY SOLAR INITIATIVE

In 2024, Bloomin' Brands became an anchor subscriber for community solar projects. This innovative approach allows multiple participants to benefit from a single solar array, broadening access to clean energy. Our commitment was important in developing these projects, highlighting our positive impact beyond our operations. Investing in community solar promotes renewable energy adoption in our communities.

Water

Water is a vital shared resource, and we are committed to conserving it through efficient practices and advanced equipment.

In 2024, we conducted a risk assessment of our corporate-owned restaurants in the U.S. using the World Resources Institute (WRI) Aqueduct tool to identify areas with the highest risk. The assessment found that 38 percent of our restaurants are in regions experiencing high or extremely high baseline water stress. This information will guide us in prioritizing water conservation initiatives in our restaurant design and management.

In the past, we have installed low-flow faucets and dishwasher spray nozzles, improved our floor care plan to minimize water use while maintaining cleanliness, and encouraged running full loads in dishwashers. Regular leak inspections help us promptly address any issues.

Recognizing that our supply chain requires a significant amount of water to produce the ingredients for our meals, we are focused on engaging with our suppliers to better understand how the industry addresses water management. As of the end of 2024, 67 percent of our land-based protein comes from suppliers that have measures to reduce water consumption, and have taken actions to recycle or reuse water. For additional information, please see the [Sustainable Sourcing section](#) of our 2024 Impact Report.

Waste

We view waste reduction as an essential part of our commitment to environmental stewardship. Our goal is to enhance recycling initiatives, promote responsible waste management practices, and minimize the amount of waste consigned to landfill. We focus on strategies to reduce waste at the source and utilize local resources to integrate recycling practices in our restaurants.

FOOD WASTE

At Bloomin' Brands, we know restaurants have an important role to play in reducing global food waste. We envision a global food system where all edible food is consumed, our systems work to fight food insecurity, and food waste emissions are no longer a significant contributor to climate change.

Our food waste commitments focus on reducing the waste generated in our restaurants and kitchens and through our purchasing decisions. We are dedicated to continuous improvement and actively seek solutions to minimize food waste's environmental impact on-site. Engaging our Team Members, partners, and guests is crucial to our efforts. We are committed to aligning with the EPA and USDA's goal of reducing food loss and waste by 50 percent by 2030. From 2015 through 2024, we reduced our food loss and waste by 49%. This achievement is the result of initiatives such as:

- **Food waste prevention:** We have implemented inventory management software that allows our Purchasing team to identify instances of over-ordering and amend future orders. We also provide our Team Members with resources and expectations for preventing and handling food waste generated in our kitchens.
- **Donating edible food:** Over the past decade, we have donated over 14 million pounds of food through the Harvest Program, which links restaurants with local organizations in need.
- **Composting:** We have started working with local companies to downcycle food waste and divert it from landfills at a few restaurant sites.

Packaging

We're also committed to reducing the environmental impact of our packaging. Our goals include minimizing the impact of single-use packaging, enhancing recycling efforts, and developing innovative, sustainable solutions. We know that packaging is a crucial element in our sustainability pillars, which encompass people, the environment, and the quality of our ingredients. Our aim is to deliver exceptional food while ensuring our packaging choices align with our environmental objectives.

Our objectives are to:

- **Reduce** overall packaging at each location
- **Strengthen** our recycling initiatives
- **Champion** sustainable packaging solutions over the next three to five years

We will continue to collaborate with various stakeholders and industry experts to understand and address the challenges within our value chain and improve our packaging practices.

In 2024, 90 percent of our carryout packaging was recyclable or reusable, including paper bags made from 100 percent recycled content. We also encourage our customers to participate by giving them the option to decline plastic cutlery and straws.



SUSTAINABLE PACKAGING SOLUTIONS

We continued to minimize packaging and promote eco-friendly solutions in 2024. As of January 2024, all packaging was PFAS-free or contained no known PFAS. We also replaced Outback Steakhouse's foam bowls with polypropylene, leading to a 13 percent annual reduction in foam usage compared to 2023. In addition, our primary supplier for paper carryout bags received BPI Certification, verifying compliance with ASTM standards for compostable products in North America.

Packaging Recyclability, FY24

22M
total pounds of
consumer packaging

28%
percent
recycled content

90%
percent recyclable
or reusable

66%
percent reusable

OUR INGREDIENTS

We are committed to delivering an exceptional dining experience for our customers. Our team works diligently to ensure food safety, cleanliness, and easy access to nutrition and allergen information. We carefully source our ingredients and rigorously follow sustainability and animal welfare guidelines. These practices foster trust and confidence among our guests, which builds a strong foundation for our company's success.

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Food Safety

Food safety is our top priority. We take proactive steps to protect the health and well-being of our customers, strictly following food safety protocols and performing thorough risk assessment audits of our restaurants and suppliers. These steps help us reduce potential health risks, maintain trust in our brands, and provide an outstanding experience for our guests.

SUPPLY CHAIN

We believe great dining starts with great ingredients. That's why we maintain the highest standards of quality across our supply chain. Our approach is built on five pillars — Supplier Safety and Quality Standards, Inspection and Testing, Supply Chain Transparency, Continuous Improvement, and Data-Driven Decision Making — that help us deliver an unparalleled culinary experience for our customers.

“Our compliance system gives us extra ability to manage food safety and provides visibility across our vast supplier community. It helps make compliance easier, especially in a world where we need technology to do more and more each day.”

Ryan Harrolle

Global Quality Assurance Manager

KEY INITIATIVES:

- **Mandatory third-party audits** for compliance with safety, quality standards, and animal welfare policies
- **Rigorous evaluation process** to onboard new suppliers
- **Regular second-party audits** to maintain safety and quality for suppliers providing high-risk category products, such as produce, seafood, and beef

Our robust traceability systems track products to their source. Each year, we ensure our suppliers maintain the highest standards by performing risk assessment audits of farms, manufacturing facilities, and processing lines and equipment. We also use a dedicated software platform to manage all documentation, including food safety audits, certifications, specifications, and test results. We aim to have all suppliers gain certification from the Global Food Safety Initiative (GFSI) and receive periodic risk assessment visits from our Food Safety Team during our partnership.

100%

of our U.S. suppliers are evaluated to ensure compliance with current GMP and most have up to to GFSI standards



ONLINE COMPLIANCE SYSTEM

In 2024, we upgraded our approach to food safety with a new online compliance system. This tool enables us to closely monitor critical information from our suppliers. The system centralizes food and packaging supplier data, ensuring ongoing compliance with our rigorous standards. It automatically sends notifications for document renewals, streamlining our supplier audit process. The tool serves as a comprehensive database for product specifications. This technological upgrade represents a significant advancement in our operations and reinforces our ability to maintain the high-quality standards our guests expect from Bloomin' Brands restaurants.



DISTRIBUTORS

Food safety and quality are integral to our operations. We have established a comprehensive system to monitor and enforce food safety procedures across our distributors. This stringent oversight and continuous improvement help us maintain the high standards our guests expect.

These measures demonstrate our commitment to upholding the highest food safety standards while honoring the trust our guests place in us every time they visit.

KEY MONITORING PROCEDURES:

- **Mandatory third-party audits** and, based on risk assessment, second-party audits to verify that all distributors adhere to our rigorous food safety guidelines
- **A BBI-approved product recall program** that all distributors must maintain, so that we can respond swiftly and efficiently in the event of any food safety concerns
- **Strict food safety and quality standards**, including temperature monitoring throughout the cold chain

RESTAURANTS

At Bloomin' Brands, we're passionate about serving up more than just great food — we're committed to delivering peace of mind with every meal. We ensure that every aspect of food safety is thoroughly addressed through skilled Team Members, industry-proven processes, and cutting-edge technology. Our dedicated team trains restaurant staff on protocols based on the FDA Code and state regulations. We provide thorough food safety training for all Team Members. Our robust processes encompass rigorous inspections, strict hygiene practices, and regular updates to standard operating procedures.

KEY INITIATIVES:

- **Partnership with EcoSure** to conduct unannounced food safety assessments for each restaurant to check cleanliness, sanitation, facility conditions, and food handling procedures
- **All restaurant managers** are required to pass a Certified Food Protection Manager (CFPM) exam through an American National Standards Institute (ANSI) accredited program
- **Hourly employees** must participate in the online "Bloomin' Brands Training for Safe Food" course, developed in collaboration with National Sanitation Foundation (NSF)

Our restaurants are regularly inspected by regulatory bodies and third-party audit agencies. In 2024, we achieved our food safety targets as measured by the average score from a third-party food safety audit. We are proud to report that there were zero illness outbreaks, demonstrating our effectiveness in proactively managing food safety risks.

Nutrition & Health



Culinary innovation takes center stage as we adapt to the evolving dietary needs and preferences of our valued guests. Our diverse and customizable menu options are designed to inspire a broad spectrum of culinary choices. With clear calorie information and a variety of gluten-free and vegetarian options on the menu at each restaurant, we ensure that every guest can discover a delicious meal that perfectly suits their needs.

We value transparency in nutrition and allergen information. To help our guests make informed choices, we provide ingredient lists and nutritional details upon request. On our website, we also offer detailed allergen information for the top nine food allergens, along with additional nutritional details.

KIDS LIVEWELL

Our restaurants participate in the National Restaurant Association's Kids LiveWell initiative. In line with the program, each of our menus includes at least two meals and two sides verified by registered dietitians as adhering to current U.S. government dietary guidelines. Additionally, our children's menus only offer water or 100 percent juice as beverage options.



NEW MENU OPTIONS

Recently, we introduced several new, plant-forward dishes to our flagship menu at Fleming's Prime Steakhouse & Wine Bar. Looking ahead to 2025, we are excited to unveil new plant-forward options that will further enrich our menu and dining experience. One dish on the menu is a delicious farro grain and roasted vegetable bowl, offering a satisfying meal under 1,000 calories.

Animal Welfare


The availability of high-quality, safe food is directly linked to the health and well-being of the animals in our food supply chain. Healthy animals are essential for producing safe food, and we are committed to treating them with respect and care while consulting with experts on best practices.

As a responsible buyer, we meet rigorous animal welfare standards. Although we don't control production, we work closely with suppliers who share our commitment to safe, high-quality animal products. Together, we aim to enhance the health of people, animals, and the environment.

We prioritize the responsible use of antibiotics, allowing them to be employed in our supply chain only when medically necessary and under a veterinarian's supervision. Our policies align with guidelines from the World Health Organization (WHO) and the World Organization for Animal Health (WOAH). We recognize that improving animal welfare reduces the need for antibiotics and will strengthen practices across our supply chain.

We expect our suppliers to comply with our animal welfare and antibiotic use commitments. All land-based protein served in the U.S. meet or exceed USDA standards. We have set clear goals for sourcing cage-free eggs and implementing group housing for pregnant sows, and we are fully committed to achieving these objectives.

GLOBAL ANIMAL WELFARE GOALS

GOALS	CURRENT STATUS			
Cage-free eggs: <ul style="list-style-type: none">• 100% in U.S. by 2024• 100% in Brazil by 2025• 100% globally by 2030				
	U.S.	Brazil	Latin America	Globally
	<hr/>			

^[1] U.S. and Brazil.



ANIMAL WELFARE ADVISORY COUNCIL

The Animal Welfare Advisory Council meetings highlight our collaborative spirit by bringing together representatives from various departments and external experts in animal science and food safety. We also invite our suppliers to participate, fostering innovation and continuous improvement.

In 2024, we held a focused session on antibiotic use, resistance, and stewardship, which included suppliers, academic experts, veterinarians, and specialists from the University of Florida's Animal Science Department. This collaboration deepens our industry's understanding and enhances our sustainability initiatives.

Sustainable Sourcing

Bloomin’ Brands is committed to sustainable sourcing. Over the years, we have collaborated with our suppliers to enhance our sustainable sourcing program in alignment with our sustainability goals.

OUR SUSTAINABLE SOURCING GOAL

GOAL	CURRENT STATUS
60% of land-based proteins from suppliers that have deforestation-free supply chains by 2025	<p>95% of the beef consumed in the U.S. is sourced from regions with a lower risk of tropical deforestation. We do not import beef from Brazil for our restaurants in the U.S.</p> <p>The beef consumed in our Brazilian restaurants accounts for 7% of BBI's global beef consumption. It is sourced locally from suppliers committed to be deforestation-free by 2025 or with robust traceability programs in place to ensure the sources are free from deforestation.</p>

SUPPLIER CODE OF CONDUCT

All Bloomin’ Brands suppliers are required to comply with our Supplier Code of Conduct, which specifies the ethical standards expected throughout our supply chain. This code mandates strict adherence to all relevant laws and regulations concerning employment, human rights, environmental protection, health and safety, product recalls, and anti-corruption. We will proactively evaluate suppliers and request third-party assessments as necessary to ensure full compliance with our Supplier Code.

SUPPLY CHAIN RISK

Maintaining a consistent and reliable supply of primary ingredients is crucial to keep our restaurants running smoothly. That is why we conduct resilience assessments for each category within our supply chain to evaluate various climate-related factors, including the likelihood of natural disasters. These assessments enable us to develop contingency plans that can be implemented in the event of sourcing disruptions or when we need to rely on secondary sources.

2022

In 2022, we conducted our first assessment with our land-based protein suppliers to address deforestation. This assessment helped us understand our supply chain's impact and identify areas for improvement. These findings were emphasized during our Supplier Summit and laid the groundwork for future initiatives.

2023

In 2023, we made significant strides in integrating sustainability-related criteria into our supplier evaluations. We added five sustainability questions to our scorecard, presented the sustainability framework during quarterly business reviews, and hosted a dedicated sustainability session at the Supplier Summit.

2024

In 2024, we partnered with a global provider that specializes in business sustainability ratings and tools aimed at improving supply chain performance. Our goal is to gain a better understanding of supplier performance based on key metrics related to environmental, social, ethical, and sustainable procurement. We focused on high-risk protein suppliers, particularly those providing land-based proteins and seafood. This initiative encompassed suppliers, who provide 90 percent of our beef and over 60 percent of our seafood on the platform.

2025

For 2025, we aim to expand this tool to include other categories, such as paper and palm oil, while continuing to provide support and track progress. Our commitment to sustainability secures our supply chain and fosters a more sustainable future for all stakeholders.



GOVERNANCE

At Bloomin' Brands, we are dedicated to maintaining exceptional corporate governance and operating in accordance with the highest ethical standards. Our governance program is built on the principles of honesty, integrity, and sound judgment that help our company thrive while creating stakeholder and shareholder value. We recognize that by putting Our People — customers, Team Members, and business partners — first, we ensure our continued success as an organization.

IN THIS SECTION

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Bloomin' Brands Board of Directors

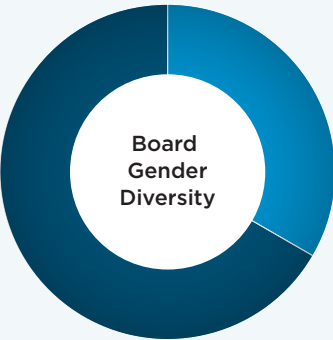
Our Board plays a vital role in our success and ensures that the interests of our shareholders are served by overseeing the ELT, including strategies and goals related to environmental, social, and governance topics. The Board reviews strategic plans, provides oversight of the risk management and ethics and compliance program, and is responsible for CEO and other ELT succession planning. Our directors have open access to the company's ELT, who are encouraged to provide the Board with additional insight into matters being considered.

DIRECTOR INDEPENDENCE

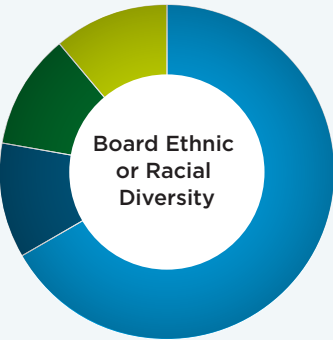
In 2024, our Board comprised 11 directors, ten of whom were independent, including our Board chair, Michael Mohan. Our Corporate Governance Guidelines require a majority of our Board to be independent. They also specify that independent directors must meet in executive session, without members of management present, at least twice annually. Board committees are composed of only independent directors.

BOARD DIVERSITY

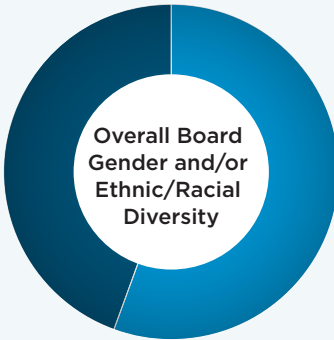
We seek Board members who can bring a wide range of backgrounds and experiences to our company, ensuring that we receive the necessary support and guidance. This includes gender and ethnic or racial diversity. In 2024, 55 percent of the Board was gender and/or ethnically/racially diverse.



GENDER ^[1]	
Female	27%
Male	73%



ETHNICITY OR RACE ^[1]	
White	73%
Black or African American	9%
Asian	9%
Two or More Ethnicities	9%



OVERALL DIVERSITY ^[1]	
Diverse	55%
Non-diverse	45%

^[1] This data represents Board composition stated in the 2025 Bloomin' Brands proxy statement.

SUSTAINABILITY OVERSIGHT

We take managing material sustainability commitments seriously and have created several levels of governance to create, oversee, and take action toward our objectives. The Nominating & Corporate Governance Committee of the Board of Directors is responsible for overseeing strategic direction of the program. The Committee receives quarterly updates from management, as well as periodic updates as needed. The Board receives an update at Board of Directors meetings. Additionally, we have a Senior Director of Sustainability who is responsible for tracking our progress toward goals and developing action plans related to our key sustainability topics.



BLOOMIN' BRANDS GOVERNANCE

We are committed to strong corporate governance and upholding the highest ethical standards. Our approach is founded on honesty, integrity, and sound judgment, ensuring our company's success while delivering value to stakeholders and shareholders.

BOARD OF DIRECTORS

Our Board plays a vital role in our success by overseeing the ELT, guiding strategic plans, managing risks, ensuring ethical compliance, and advancing sustainability initiatives while safeguarding shareholder interests and planning for leadership succession.

AUDIT COMMITTEE

Assists the Board in oversight of the integrity of the company's financial statements. It is responsible for oversight of the engagement and work of the company's independent auditor, including review of any significant findings and the financial information to be included in the company's annual report. It is responsible for oversight of the internal audit function, including the internal controls over financial reporting and procedures for the prevention and detection of fraud. It also has responsibility for oversight of the company's compliance with legal and regulatory requirements and the assessment and evaluation of enterprise risks and risk management policies, including, among other matters, cybersecurity and data privacy risks.

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

Oversees environmental, social, and governance policies, goals, and programs for the company. It identifies individuals qualified to become Board members, recommends committee structure, membership and operations, develops corporate governance guidelines, and oversees evaluation of the Board and each of its committees. The Committee advises the Board on corporate governance matters, makes recommendations with respect to stockholder proposals, and reviews corporate political and charitable contributions, proxy disclosures, and the company's compliance with SEC and NASDAQ rules.

COMPENSATION COMMITTEE

Oversees the company's compensation policies and practices, determines or recommends compensation for the CEO, directors, and executive officers, approves certain compensation and employee benefit plans, and recommends to the Board, for its approval, reports on compensation matters to be included in the company's annual proxy statement and annual report. It also evaluates whether compensation plans and programs promote appropriate approaches to the management of risk.

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 our 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 of Conduct, as well as other topics, such as anti-bribery and 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 2024 annual training window) a minimum annual training completion rate at the RSC and by brand of 97 percent.

Suspected violations of our Code of Conduct can be reported confidentially, and if desired anonymously, via our third-party managed online reporting platform, 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 of any kind against a Team Member, including those who report Code of Conduct violations.





Privacy & Security

Protecting company and personal data is a core pillar of our commitment to operational excellence, regulatory compliance, and stakeholder trust. We implement a multi-layered security strategy to safeguard the sensitive information of our customers, Team Members, and business partners. Our approach includes proactive risk management, continuous monitoring, and a culture of security awareness.

To strengthen our cybersecurity posture, we provide a dedicated reporting channel for Team Members and stakeholders to flag suspicious emails, phone calls, or in-person interactions, ensuring rapid threat response and mitigation. Our governance framework is reinforced by a comprehensive suite of policies, including the Confidential Information Policy, Information Technology Security Policy, and Data Security Classification Policy, which outline clear protocols for data protection and responsible information handling.

We adhere to industry-leading security and compliance standards, including:

- **Payment Card Industry Data Security Standard (PCI DSS):** We undergo rigorous third-party audits annually to ensure compliance and maintain the highest levels of security for customer payment data.
- **Data Privacy and Regulatory Compliance:** We comply with applicable data privacy laws, enabling individuals to exercise their rights regarding access, correction, and deletion of their personal data.
- **Ongoing Security Awareness & Training:** Applicable Team Members receive annual training on cybersecurity best practices and the responsible management of confidential data, reinforcing a culture of accountability.

Recognizing the evolving nature of cyber threats, we continuously invest in enhancing our security infrastructure, adapting to regulatory changes and leveraging emerging technologies to protect sensitive information. Our commitment to cybersecurity reflects our dedication to mitigating risks, safeguarding brand integrity, and delivering long-term value to our stakeholders.

APPENDIX

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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, 2024 to December 29, 2024. In some cases, where noted within the report, data or information outside of this scope may appear for additional context or specification. We intend to continue reporting on an annual basis. We referenced several reporting frameworks and standards to document our management. The 2024 Bloomin' Brands Impact Report was prepared with reference to the Global Reporting Initiative (GRI) Universal Standards, the Sustainability Accounting Standards Board (SASB) Standards, and the Task Force on Climate Related Financial Disclosures (TCFD). A GRI Content Index on [page 35](#), a SASB disclosure table on [page 44](#), and a TCFD index on [page 46](#) 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 & Stakeholder Engagement

MATERIALITY

With support from a third-party sustainable business consultancy, we performed an assessment to identify, define and prioritize the sustainability issues that matter most to Bloomin' Brands and its stakeholders in 2019. This assessment examined factors based on their importance to sustainability (considering external social and environmental impacts) and importance to our business success (considering brand reputation and value, customer experience, operational excellence, talent attraction and retention, and supply chain continuity).

Our methodology involved analyzing the latest international sustainability frameworks and standards, complemented by desktop research. We engaged internal stakeholders from the RSC and our restaurant brands through a series of interviews, quantitative surveys, and workshops. External stakeholders, including investors and civil society representatives, participated in in-depth interviews.

The insights gathered were used to establish updated materiality scores for each sustainability issue. These scores were then validated through a leadership workshop and incorporated into a refined materiality map. In 2021, we refreshed this assessment, a process that included updating the material issue list and definitions to address evolving stakeholder priorities and emerging food and restaurant industry trends.

MATERIALITY MATRIX



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 2024. 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 All-hands 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, 2024 to December 29, 2024 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. 2024 10-K , pp. 5-7
2-2	Entities included in the organization's sustainability reporting	2024 10-K , pp. 5-7
2-3	Reporting period, frequency, and contact point	Unless otherwise noted, our 2024 Impact Report captures events that took place from January 1, 2024 through December 29, 2024. 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	Emissions data for the 2019 baseline year has been restated to incorporate required changes in accordance with the GHG Protocol.
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	2024 10-K , pp. 5-7
2-7	Employees	Employee metrics include full-time and part-time employees, Restaurant Support Center corporate personnel, Field Hourly Employees, and Field Management Employees. 2024 10-K , pp. 11
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	2024 Impact Report, Governance, Sustainability Oversight , p. 28 2024 Proxy Statement , pp. 5-22

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
2-10	Nomination and selection of the highest governance body	2024 Proxy Statement , pp. 5, 20-21 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	2024 Impact Report, Governance, Sustainability Oversight , p. 28 2024 Proxy Statement , p. 21
2-13	Delegation of responsibility for managing impacts	2024 Impact Report, Governance, Sustainability Oversight , p. 28
2-14	Role of the highest governance body in sustainability reporting	2024 Impact Report, Governance, Sustainability Oversight , p. 28
2-15	Conflicts of interest	Corporate Governance Guidelines , p. 7
2-16	Communication of critical concerns	2024 Proxy Statement , p. 22
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	2024 Proxy Statement , pp. 11 Nominating and Corporate Governance Committee Charter
2-19	Remuneration policies	2024 Proxy Statement , pp. 22-23
2-20	Process to determine remuneration	2024 Proxy Statement , pp. 44-58
2-21	Annual total compensation ratio	2024 Proxy Statement , pp. 75-76
2-22	Statement on sustainable development strategy	2024 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	2024 Impact Report, Governance, Transparency & Accountability , p. 29 Code of Conduct

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
2-26	Mechanisms for seeking advice and raising concerns	<u>2024 Impact Report, Governance, Transparency & Accountability</u> , p. 29 <u>2024 10-K</u> , p. 12 <u>Code of Conduct</u>
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. <u>Code of Conduct</u>
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)• 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	<u>2024 Impact Report, Appendix, Materiality and Stakeholder Engagement, Stakeholder Engagement</u> , 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	<u>2024 Impact Report, Appendix, Materiality and Stakeholder Engagement, Materiality</u> , p. 33
3-2	List of material topics	<u>2024 Impact Report, Appendix, Materiality and Stakeholder Engagement, Materiality</u> , p. 33

ECONOMIC, ENVIRONMENTAL AND SOCIAL

DISCLOSURE	DISCLOSURE TITLE	RESPONSE	
GRI 201: ECONOMIC PERFORMANCE			
3-3	Management of the material topic	2024 10-K , p. 28 2024 Impact Report, Our Environment, Climate & Emissions , p. 16	
201-1	Direct economic value generated and distributed	2024 Impact Report, Our People, Community , p. 14	
201-2	Financial implications and other risks and opportunities due to climate change	2024 10-K , p. 28	
GRI 205: ANTI-CORRUPTION			
3-3	Management of the material topic	Code of Conduct	
205-2	Communication and training about anti-corruption policies and procedures	Code of Conduct 2024 Impact Report, Governance, Transparency & Accountability , p. 29	
GRI 206: ANTI-COMPETITIVE BEHAVIOR			
3-3	Management of the material topic	2024 Impact Report, Governance, Transparency & Accountability , p. 29	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Code of Conduct	
GRI 302: ENERGY			
3-3	Management of the material topic	2024 Impact Report, Our Environment, Energy , p. 17	
302-1	Energy consumption within the organization	2024 Impact Report, Our Environment, Energy , p. 17	
		FY 2024	FY 2019 (baseline)
	Total Energy Consumed (gigajoules, GJ)	1,679,169	1,800,323
302-3	Energy Intensity Ratio	FY 2024	FY 2019
	Energy intensity ^[1]	1,713	1,695

Methodology:

^[1] Energy intensity figure calculated by gross energy consumption divided by number of company-owned restaurants (n=980 as of December 29, 2024).

DISCLOSURE	DISCLOSURE TITLE	RESPONSE	
GRI 303: WATER AND EFFLUENTS			
3-3	Management of the material topic	2024 Impact Report, Our Environment, Water, p. 18	
303-1	Interactions with water as a shared resource	2024 Impact Report, Our Environment, Water, p. 18	
GRI 305: EMISSIONS			
3-3	Management of the material topic	2024 Impact Report, Our Environment, Climate & Emissions, p. 16	
305-1	Direct (Scope 1) GHG Emissions (Metric Tons CO ₂ e)	FY 2024 91,376	FY 2019 127,019
		2024 Impact Report, Our Environment, Climate & Emissions, p. 16	
305-2	Energy Indirect (Scope 2) GHG Emissions (Metric Tons CO ₂ e)	FY 2024	FY 2019
	Location-based ^[1]	175,796	199,046
	Market-based ^[2]	184,438	201,956
		2024 Impact Report, Our Environment, Climate & Emissions, p. 16	
305-4	GHG emissions intensity ^[3]	FY 2024	FY 2019
	Emissions intensity	281	310
GRI 306: WASTE			
3-3	Management of the material topic	2024 Impact Report, Our Environment, Waste, p. 18	
		2024 Impact Report, Our Environment, Packaging, p. 19	
306-1	Waste generation and significant waste-related impacts	2024 Impact Report, Our Environment, Waste, p. 18	
306-2	Management of significant waste-related impacts	2024 Impact Report, Our Environment, Waste, p. 18	
306-3	Waste generated	2024 Impact Report, Our Environment, Waste, p. 18	
		Total sent to disposal: 174,635 tons ^[4] MSW (Municipal Solid Waste): 150,286 tons (86% of total) OCC (Old Corrugated Cardboard): 23,798 tons (14% of total) SSR (Single Stream Recycling): 201 tons (0.01% of total) Glass (bottles/containers): 336 tons (0.02% of total) Organics (food waste): 14 tons (0.008% of total) In 2024, Bloomin' Brands' concepts diverted a total of 24,349 tons of recyclable material from landfills, which represents almost 14% of the total volume.	
	Food donations (pounds)	Total food donated FY 2024: 32,936 lbs.	

^[1] A location-based method reflects the average GHG emissions intensity of grids on which energy consumption occurs, using mostly grid-average emission factor data.

^[2] 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.

^[3] Emissions intensity figure calculated by gross total Scope 1 and 2 emissions divided by number of restaurants (n= 980), using a market-based calculation for Scope 2 emissions.

^[4] Percentages may not equal 100 percent due to rounding.

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT		
3-3	Management of the material topic	<u>2024 Impact Report, Our Ingredients, Sustainable Sourcing, Supplier Code of Conduct</u> , p. 25 <u>Supplier Code of Conduct</u>
308-1	New suppliers that were screened using environmental criteria	All U.S. suppliers are evaluated to ensure compliance with current Good Manufacturing Practices (cGMPs) and most have up to Global Food Safety Initiative (GFSI) standards.
GRI 401: EMPLOYMENT		
3-3	Management of the material topic	<u>Bloomin' Brands Restaurant Support Center Opportunities</u> <u>2024 Impact Report, Our People, Culture and Employee Experience, Benefits & Wellness</u> , p. 11
401-1	New employee hires and employee turnover	Employee Turnover FY 2024: U.S. hourly restaurant Team Members: 84% U.S. restaurant Management: 20%
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	<u>2024 10-K</u> , p. 12
403-1	Occupational health and safety management system	<u>2024 10-K</u> , p. 12
GRI 404: TRAINING AND EDUCATION		
3-3	Management of the material topic	<u>2024 Impact Report, Governance, Transparency and Accountability</u> , p. 29 <u>2024 Impact Report, Our People, Culture and Employee Experience, Learning & Development</u> , p. 10
404-1	Average hours of training per year per employee	<u>2024 Impact Report, Our People, Culture and Employee Experience, Learning & Development</u> , p. 10
404-3	Percentage of employees receiving regular performance and career development reviews	100% of our Restaurant Support Center and Field Joint Venture Partners, Directors, and above receive regular performance and development reviews.
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
3-3	Management of the material topic	<u>2024 Impact Report, Our People, Inclusion and Belonging</u> , p. 12 Bloomin' Brands Website, <u>Inclusion</u>
405-1	Diversity of governance bodies and employees	<u>2024 Impact Report, Our People, Inclusion and Belonging</u> , p. 12 <u>2024 Impact Report, Governance, Board Diversity</u> , p. 27

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	2024 Impact Report, Our Ingredients, Food Safety , p. 21
416-1	Assessment of the health and safety impacts of product and service categories	2024 Impact Report, Our Ingredients, Food Safety , p. 21
GRI 418: CUSTOMER PRIVACY		
3-3	Management of the material topic	2024 10-K , pp. 21-22 2024 Impact Report, Governance, Privacy & Security , p. 30
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2024 10-K , pp. 21-22
ANIMAL WELFARE		
3-3	Management of the material topic	Bloomin' Brands Website, Our Ingredients 2024 Impact Report, Our Ingredients, Animal Welfare , p. 24 SASB FB-RN-430a.3 Supplier Code of Conduct
ANTIBIOTICS		
3-3	Management of the material topic	Bloomin' Brands Website, Our Ingredients 2024 Impact Report, Our Ingredients, Animal Welfare , p. 24 Supplier Code of Conduct
FOOD AND SERVICE QUALITY		
3-3	Management of the material topic	2024 Impact Report, Our Ingredients , pp. 20-25 Bloomin' Brands Website, Our Ingredients 2024 Impact Report, Our Ingredients, Food Safety , p. 21 2024 Impact Report, Our Ingredients, Nutrition & Health , p. 23

GRI 405: DIVERSITY AND OPPORTUNITY

EMPLOYEE DIVERSITY ^[1]			
GENDER	PERCENT		
Women	51%		
Men	49%		
RACE AND ETHNICITY ^[1]	PERCENT		
American Indian or Alaska Native	0.46%		
Asian	1.7%		
Black or African American	17%		
Hispanic or Latino	27%		
Native Hawaiian or Other Pacific Islander	0.24%		
Two or More Races	4%		
White	48%		
No response/Do not wish to answer	2%		
EMPLOYEE REPRESENTATION BY LEVEL	WOMEN	MEN	PEOPLE OF COLOR
Restaurant Support Center	59%	41%	25%
Operations Leadership	39%	61%	33%
Hourly Team Members	52%	48%	51%
GENERATION ^[1]	PERCENT		
Gen Z (1997–2012)	53%		
Millennials (1981–1996)	31%		
Gen X (1965–1980)	13%		
Baby Boomers (1946–1964)	3%		
Traditionalists/Silent (1945 and earlier)	0.03%		

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

2024 BOARD REPRESENTATION ^[1]

GENDER	PERCENT	NUMBER
Men	73%	8
Women	27%	3
RACE/ETHNICITY	PERCENT	NUMBER
Asian	9%	1
Black or African American	9%	1
White or Caucasian	73%	8
Two or More Ethnicities	9%	1
AGE	PERCENT	NUMBER
30-50	9%	1
Over 50 years old	91%	10

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

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	<u>GRI 302-1</u>
WATER MANAGEMENT				
FB-RN-140a.1	Quantitative	Thousand cubic meters (m ³) Percentage (%)	(1) Total energy consumed (2) Total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	<u>2024 Impact Report, Our Environment, Water,</u> p. 18
FOOD & PACKAGING WASTE MANAGEMENT				
FB-RN-150a.1	Quantitative	Metric tons (t), Percentage (%)	(1) Total amount of waste, (2) Percentage food waste, and (3) Percentage diverted	<u>2024 Impact Report, Our Environment, Waste,</u> p. 18
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) 22,024,473 tons (2) 28% (paper and aluminum) (3) 90% recyclable, 66% reusable (plastic)
FOOD SAFETY				
FB-RN-250a.1	Quantitative	Percentage (%)	(1) Percentage of restaurants inspected by a food safety oversight body	(1) 100%
FB-RN-250a.2	Quantitative	Number, Metric tons (t)	(1) Number of recalls issued and (2) Total amount of food product recalled	(1) Three (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

CODE	CATEGORY	UNIT OF MEASUREMENT	METRIC	RESPONSE
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	(1) Our advertisements do not target children (2) Information is not tracked <u>2024 Impact Report, Our Ingredients, Nutrition & Health, Kids LiveWell, p. 23</u>
LABOR PRACTICES				
FB-RN-310a.1	Quantitative	Rate	(1) Voluntary and (2) involuntary turnover rate for restaurant employees	<u>GRI 401-1</u>
FB-RN-310a.2	Quantitative	Presentation currency, Percentage (%)	(1) Average hourly wage, by region, and (2) Percentage of restaurant employees earning minimum wage, by region	Not reported
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) 69% (Global) (2) 45% 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	<u>2024 Impact Report, Our Ingredients, Animal Welfare, p. 24</u> <u>2024 Impact Report, Our Ingredients, Sustainable Sourcing, p. 25</u> <u>Supplier Code of Conduct</u>
FB-RN-000.A	Quantitative	Number	Number of (1) entity-owned and (2) franchise restaurants	<u>2024 10-K, p. 7</u>
FB-RN-000.B	Quantitative	Number	Number of employees at (1) entity-owned and (2) franchise restaurants	<u>2024 10-K, p. 7</u>

TCFD Index

TCFD RECOMMENDATION	RESPONSE
GOVERNANCE: Disclose the organization’s governance around climate-related risks and opportunities	
a) Describe the board’s oversight of climate-related risks and opportunities.	<p>The Board of Directors is responsible for oversight of our company’s operations, which includes the management of climate-related risks and opportunities. The Board provides that oversight through its Nominating & Corporate Governance Committee and its Audit Committee, each of which is dedicated, in part, to assisting the Board in addressing risk areas and ensuring that critical issues receive attention.</p> <p>The Nominating & Corporate Governance Committee of the Board has primary oversight responsibility for environmental, social and governance policies, goals, and programs for the company, including sustainability and other climate-related risks. The Committee receives quarterly updates from management, at minimum, and additional updates as needed, to ensure effective oversight of the strategic direction of our sustainability efforts. These updates include items related to regulatory developments, sustainability strategy, and climate-related goals and targets.</p> <p>The Audit Committee of the Board has primary responsibility for the assessment, evaluation and oversight of material enterprise risks and risk management. Insofar as they may be deemed material enterprise risks, particularly as they relate to regulatory risks and requirements, the Audit Committee is informed of climate and sustainability-related risks.</p> <p><u>2024 Impact Report, Governance, Sustainability Oversight</u>, p. 28</p>
b) Describe the management’s role in assessing and managing climate-related risks and opportunities.	<p>The Executive Leadership Team (ELT), led by the CEO, assumes primary management responsibility and oversight of sustainability-related risks at the company, including climate-related risks. Specific ELT members, including Executive Vice President, Chief Legal Officer, Executive Vice President, Chief Financial Officer and Global Business Development, and our Executive Vice President, Chief Commercial Officer monitor potential sustainability and climate-related risks and develop action plans to manage risks. Oversight of material risk management is further reinforced through the assignment of risk ownership to individual ELT members, who provide regular updates to the CEO and Board.</p> <p>To enhance effective management and accountability, we hired a Senior Director of Sustainability in 2023. This role is dedicated to overseeing progress toward sustainability goals and developing programmatic action plans for priority impact and sustainability topics, including climate-related risks and opportunities.</p>

TCFD RECOMMENDATION	RESPONSE
STRATEGY: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	
a) Describe the climate-related risks and opportunities the organization has identified over the short-, medium- and long-term.	<p>We consider near-term and longer-term sustainability risks, including adverse weather conditions and natural disasters, governmental mandates or potential future regulation, and opportunities and disruptions to our supply chain.</p> <p>Climate change, adverse weather, and natural disasters can pose risks to our restaurant sales and operations. Long-term effects, such as severe weather and extended draughts, could lead to financial losses or increased operating costs. Weather conditions have historically impacted guest traffic, with events like hurricanes or wildfires potentially causing property damage and temporary closures. Government regulations on greenhouse gas emissions may result in higher costs and supply shortages.</p>
b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	<p>Weather and Natural Disasters</p> <p>Severe weather conditions and natural disasters may have a material impact on our operations, especially in certain geographic locations. We developed and implemented disaster recovery procedures and business continuity plans to address adverse weather conditions and natural disasters that cover communication plans to team members, back-up and off-site locations for recovery of electronic information and disaster recovery plans for distribution centers.</p> <p>Supply Chain</p> <p>Supply chain disruptions or over-reliance on several suppliers could adversely affect our business. To mitigate the risk of overdependence, we have broadened our supplier base where necessary and established disaster recovery plans with strategic suppliers. These efforts aim to minimize the impact of adverse weather events and natural disasters on our supply chain. In 2024, we enhanced our supply chain risk management by implementing a supplier scorecard to track capabilities and performance, including sustainability-related topics and concerns.</p> <p>For suppliers operating in high-risk areas, such as regions prone to hurricanes, we maintain contingency plans to ensure business continuity. Monthly meetings between the Supply Chain team and CEO focus on critical sourcing areas, such as beef, fish, and produce, and address weather-related challenges and cost management.</p> <p>Despite these measures, reliance on a limited number of suppliers and distributors for certain products remains an ongoing risk to restaurant operations. Addressing these risks remains a core component of our risk management strategy to ensure the resilience and reliability of our supply chain to meet business needs.</p> <p>Regulation</p> <p>We recognize regulatory risks as a potentially material transitional risk for Bloomin’ Brands. As a business, we are subject to various local, state and federal laws regarding food quality and safety. In addition, there is growing domestic and international attention on environmental regulation, including climate change, water conservation, waste, biodiversity, and greenhouse gas reductions. Increased attention and potential future regulation could potentially result in increased costs for operations or require additional investment.</p> <p>Furthermore, the global momentum toward climate-related regulation could increase stakeholder expectations for transparent and comprehensive reporting on climate and other sustainability-related risks and opportunities, even for companies not currently covered by existing or proposed regulations. Proactively monitoring and addressing evolving regulatory and stakeholder demands will be essential to managing risks and maintaining operational resilience.</p>
c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization’s businesses, strategy and financial planning.	<p>We have not conducted a scenario analysis but plan to do so within the next year to prepare for forthcoming regulation. We intend to share information on this process in future reporting.</p>

TCFD RECOMMENDATION	RESPONSE
RISK MANAGEMENT: Disclose how the organization identifies, assesses and manages climate-related risks.	
a) Describe the organization’s process for identifying and assessing climate-related risks.	<p>Bloomin’ Brands has an Enterprise Risk Management (ERM) process for identifying material risks to our business. Our ERM includes strategic, financial, operational, reputational, compliance, personnel, and sustainability-related risks, including potential climate-related risks. This process includes surveying the ELT to rank the order of most important risks for the company, sharing results with the Audit Committee of the Board of Directors.</p> <p>We maintain a list of priority ERM risks and regularly monitor plans to manage and mitigate risks across priority areas. Potential or emerging risks are considered, with a periodic refresh of the top risks to ensure incorporation of any emerging risks. Input on top enterprise-wide risks filter through the ELT, who are also responsible for owning risks related to their primary functional area and expertise. The Audit Committee of the Board has primary responsibility for oversight of general business risks, alongside the full Board of Directors. The Nominating & Corporate Governance Committee of the Board has primary responsibility for sustainability and other impact-related risks, including those related to climate.</p> <p><u>2024 Impact Report, Governance, Sustainability Oversight</u>, p. 28</p>
b) Describe the organization’s processes for managing climate-related risks.	<p>Weather and Natural Disasters</p> <p>Severe weather conditions and natural disasters, particularly in certain geographic areas, can significantly impact our operations. Since 2017, we have developed and periodically refine a hurricane preparedness plan to mitigate these risks. This plan, led by the ELT and Evacuation Team, provides critical pre- and post-storm support, including evacuation protocols guided by state and local recommendations and requirements.</p> <p>In 2023, we introduced key enhancements to the plan to further ensure safety and operational resilience. These improvements include streamlined menus for simplified reopening, designated restaurant delivery routes for efficient recovery and the reservation of shelf-stable inventory to support impacted locations. Additionally, we have established backup data centers to maintain business continuity in the event of IT disruptions caused by hurricanes or other natural disasters. These measures are designed to protect our teams and guests while maintaining the strength and resilience of our operations</p> <p>Supply Chain</p> <p>To manage the risk of potential overdependence on a limited number of suppliers, we have diversified our supplier base and established robust contingency and disaster recovery plans with key partners. These efforts are designed to minimize supply chain disruptions caused by adverse weather events and natural disasters. We continue to strengthen our supply chain management by introducing a supplier scorecard. More information can be found on <u>page 47</u> of our 2024 Impact Report.</p> <p>Regulation</p> <p>Bloomin’ Brands actively manages sustainability-related risks by providing transparent reporting on key performance indicators through our annual Impact Report and corporate website. We disclose Scope 1 and Scope 2 greenhouse gas (GHG) emissions annually and intend to continue providing annual updates on our progress. In addition, we report on metrics such as energy consumption and food waste diversion, which are integral to our risk mitigation strategy and operational efficiency.</p> <p>To ensure credibility and consistency in our reporting, we align with the Sustainability Accounting Standards Board (SASB) Standards and the Global Reporting Initiative (GRI) Standards. A detailed SASB Index is available on <u>page 44</u> and a GRI Content Index can be found on <u>page 35</u>.</p> <p><u>GRI 201-2</u></p>

TCFD RECOMMENDATION	RESPONSE
RISK MANAGEMENT: Disclose how the organization identifies, assesses and manages climate-related risks. (CONTINUED)	
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Bloomin' Brands has established a comprehensive ERM process to strategically identify, prioritize and manage material risks, including sustainability and climate-related risks. For over a decade, our Internal Audit team has facilitated and supported the ERM process to create a structured approach to identifying risks. The ELT has primary responsibility for the ERM, with regular and appropriate Board oversight to ensure alignment with organizational objectives and risk management best practices. The Audit Committee of the Board provides guidance on the overall risk management framework, while the full Board directs the risk management strategy and receives updates on priority risks. Management and oversight of sustainability and social responsibility risks, including climate risks, is overseen by the Nominating and Corporate Governance Committee. This Committee monitors key metrics and strategic priorities identified by the ELT, which serve as the foundation for sustainability-related disclosures found in our Impact Report and on our website.
METRICS AND TARGETS: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk-management process.	Bloomin' Brands measures and reports metrics around energy consumption, greenhouse gas emissions, and waste. For more information, please see our responses to <u>GRI 302: Energy</u> , <u>GRI 305: Emissions</u> , and <u>GRI 306: Waste</u> .
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	<u>GRI 305</u>
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	We set a goal to reduce our Scope 1 and 2 emissions by 46.2% by 2030 and to achieve net zero Scope 1 and Scope 2 emissions by 2050. Performance against this target can be found on <u>p. 16</u> of our 2024 Impact Report.



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