BLOOMIN' BRANDS INC.®

2025 IMPACT REPORT

A Letter From Our CEO

I am pleased to share our 2025 Impact Report, which reflects another year of meaningful progress in our commitment to responsible and sustainable business practices.

Our Team Members are the driving force behind our success, and we remain deeply committed to fostering an environment where everyone feels valued, supported, and empowered to grow. From our learning and development programs to our Employee Resource Groups, we continue to invest in the people who make Bloomin' Brands a special place.

We are also proud to share our continued progress toward our 2030 emissions reduction goals. Across energy, water, waste, and packaging, we are finding meaningful ways to reduce our environmental footprint.

The quality and safety of our ingredients remain our highest priority, with dedicated teams ensuring excellence across every location.

We remain committed to transparency and continuous improvement, and we welcome your feedback as our sustainability strategy continues to evolve. Thank you for your continued trust and partnership.

Sincerely,

MICHAEL SPANOS
Chief Executive Officer
Bloomin' Brands, Inc.

ABOUT BLOOMIN' BRANDS

Bloomin' Brands, Inc. is one of the world's largest casual dining companies, with a portfolio of four founder-inspired concepts: Outback Steakhouse, Carrabba's Italian Grill, Bonefish Grill, and Fleming's Prime Steakhouse & Wine Bar. Together, these brands span 1,460 company-owned and franchised locations across 46 states, Guam, and 12 countries. For the fiscal period ending December 28, 2025, Bloomin' Brands reported total revenues of $3.96 billion.

OUTBACK STEAKHOUSE®

CARRABBA'S ITALIAN GRILL®

BONEFISH GRILL®

Fleming's® PRIME STEAKHOUSE & WINE BAR

PRINCIPLES & BELIEFS

Our Principles & Beliefs define the values that guide how we work and how we show up for each other and our guests. They speak to the pride we take in our work, the standards we hold ourselves to, and the inclusive environment we strive to build. Together, they form the cultural foundation that connects our people, strengthens our teams, and drives our success.

OUR VISION

Our success is achieved one restaurant at a time, measured by growth in sales and profits, and is the result of taking care of our people and guests.

OUR MISSION

Earn lifetime guest loyalty to deliver enduring shareholder value.

Our solid foundation of vision, mission, beliefs, drivers, and core values is at the heart of Bloomin' Brands.

OUR SUSTAINABILITY STRATEGY

Since 2019, we've been making meaningful progress on our sustainability journey, identifying the topics most relevant to our business, building a strategy around our key pillars, and setting goals to drive accountability.

We organized our sustainability strategy into three pillars: People, Environment, and Ingredients. These pillars define our focus areas and guide our goals moving forward.

SUSTAINABILITY JOURNEY

2019
- Completed our first materiality assessment

2021
- Developed a three-year roadmap to assess performance, establish position statements, set goals and metrics, and create action plans for each strategic priority
- Refreshed our materiality assessment

2023
- Published our inaugural impact report
- Reported in alignment with the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB)

2024
- Achieved our goal of purchasing 100% cage-free eggs in the U.S. by 2024
- Reported in alignment to the Task Force on Climate-related Financial Disclosures (TCFD), in addition to GRI and SASB

2025
- Achieved our goal of purchasing 100% cage-free eggs in Brazil by 2025
- Calculated our Scope 3 emissions

Our People

Our Team Members and the communities we serve are central to our success. We are committed to supporting their growth and well-being in line with our core values, fostering an environment where everyone feels valued and empowered. Beyond our walls, we also invest in community partnerships that create meaningful impact.

CULTURE AND EMPLOYEE EXPERIENCE

At Bloomin' Brands, our culture is the foundation of everything we do. We create warm, vibrant environments across our restaurants where every visit feels like a celebration full of laughter and connection. That same energy carries into how we work, fostering strong bonds among our Team Members, building loyalty, and driving positive business outcomes.

LEARNING & DEVELOPMENT

Team Members take part in regular reviews with their leaders to map out their career path and explore growth opportunities across the business. These conversations focus on advancement through three key areas: Education, Exposure, and Experience, known as the Three Es of Development. From there, we connect them with tailored resources like training programs, mentorship, and stretch assignments to help them thrive.

We also offer structured training programs to prepare Team Members for new roles, including:

- **GROW & BLOOM WORKSHOPS:** These 60- or 90-minute workshops focus on leadership development and give Team Members at every level the opportunity to build the skills and best practices they need to succeed at both our Restaurant Support Center (RSC) and restaurant locations.
- **LEADING PEOPLE AT BLOOMIN' BRANDS:** This program is designed for newly hired or promoted People Leaders across our brands and RSC to understand our shared leadership philosophy and build skills for connecting, coaching, and cultivating talent.

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

INCLUSION & BELONGING

We envision a culture where every Team Member feels appreciated, valued, and inspired to bring their unique talents to the table. Our focus is to build a collaborative and innovative environment where people feel engaged and empowered to contribute to our shared success.

GENDER

Male	47%
Female	49.1%
Undeclared	3.9%

RACE AND ETHNICITY[1]

White	48.2%
Hispanic or Latino	21.5%
Black or African American	16.7%
Two or More Races	5.6%
No Response/ Do Not Wish to Answer	5.6%
Asian	1.6%
American Indian or Alaskan Native	0.6%
Native Hawaiian or Other Pacific Islander	0.3%

GENERATION[1]

Gen Z	54.0%
Millennials	30.8%
Gen X	12.7%
Baby Boomers	2.3%
No Response/ Do Not Wish to Answer	0.07%
Traditionalists/Silent	0.02%

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

EMPLOYEE RESOURCE GROUPS

Our five Employee Resource Groups (ERGs) are an essential part of building an inclusive and supportive workplace, bringing together Team Members and allies who share common backgrounds and interests. Our ERGs offer opportunities for networking, community engagement, and a sense of belonging. We've expanded into local markets to deepen connections across restaurants and the RSC, and, as of December 2025, membership exceeded 1,200. Our annual ERG Leaders' Summit onboards new leaders, fosters connections, and gives ERG leaders a direct line to the Executive Leadership Team (ELT) to share how we can continue strengthening the employee experience.

WIN WOMEN'S INTERESTS NETWORK

BAG

BELONG

¡ADELANTE!

BLOOMIN' BALANCE

COMMUNITY

We are dedicated to supporting our neighbors and local communities, from our RSC home in Tampa Bay and beyond. In 2025, RSC Team Members participated in our 17th Annual Community Service Day, volunteering more than 500 hours across 13 Tampa Bay nonprofit organizations. During the 2025 community service day, Bloomin' Brands supported organizations including Feeding Tampa Bay, Meals on Wheels of Tampa, Step Up for Students, and the Moffitt Cancer Center.

Our Environment

At Bloomin' Brands, we are committed to addressing our environmental impact. As responsible stewards, we are working to reduce our footprint across greenhouse gas emissions (GHG), energy consumption, waste, water conservation, and packaging.

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 1.5° C pathway.	20 percent reduction as of 2025 vs. 2019
Net-zero GHG emissions (Scopes 1 and 2) by 2050	Assessment underway

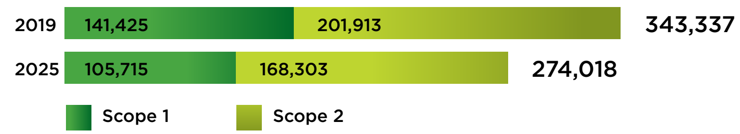
CLIMATE AND ENERGY

We recognize our responsibility in addressing climate change. We set a goal to reduce direct emissions (Scopes 1 and 2) by 46.2% by 2030 from a 2019 baseline, aligned with the 1.5° C pathway, and aim to reach net-zero by 2050. Through operational efficiency improvements, we reduced Scopes 1 and 2 emissions by 20% in 2025 compared to 2019. In 2025, we also calculated our Scope 3 emissions. Our primary focus is Category 1 - Purchased Goods and Services, which represents the largest share of our value chain footprint. Land-based protein and dairy production are the largest contributors within this category, accounting for approximately 35% of our Scope 3 emissions. Additionally, independent limited assurance was obtained on our 2025 Scope 1, 2, and 3 GHG emissions.

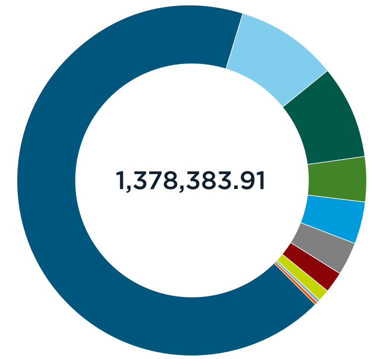
Reducing the energy consumed in our restaurants through energy efficiency measures remains a priority for Bloomin' Brands. We continuously improve our operations by upgrading lighting and HVAC systems, while also exploring opportunities for solar installations and kitchen electrification. Our Joint Venture Partners receive monthly energy consumption reports to help identify opportunities for improvement. Together, these efforts contributed to a 17% reduction in Scope 2 emissions in FY25 compared to our 2019 baseline. Bloomin' Brands is also an anchor subscriber for community solar projects, supporting clean energy adoption beyond our own operations.

GHG EMISSIONS (MT CO_2e)[1]

SCOPE 1 AND 2 EMISSIONS



SCOPE 3 EMISSIONS



Category	FY 2025
3.1 Purchased goods and services	929,580.20
3.14 Franchises	128,210.23
3.7 Employee commuting	119,812.76
3.3 Fuel and energy related activities	56,389.06
3.2 Capital goods	54,318.70
3.5 Waste generated in operations	43,636.28
3.9 Downstream transportation and distribution	25,837.00
3.4 Upstream transportation & distribution	15,012.62
3.12 End-of-life treatment of sold products	2,925.06
3.6 Business travel	2,662.00
	Total: 1,378,383.91

[1] All reported numbers comply with the GHG Protocol. All values represent market-based emissions. These reported numbers may change as data access and quality improve. Numbers may not total correctly because of rounding.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION

YEAR	ENERGY CONSUMPTION (GIGAJOULES)
2019[1]	4,313,780
FY 2025	3,507,095

[1] Figures may differ from previously reported values due to the inclusion of additional energy sources.

INNOVATING FOR ELECTRICAL EFFICIENCY

Modern building environments often suffer from electrical interference that forces equipment to operate inefficiently, resulting in wasted energy and premature equipment failure. To combat this, we are partnering with an electrical technology provider to deploy advanced harmonic filtering devices across our restaurants to stabilize power quality and eliminate electrical waste. This initiative has been implemented in 57 restaurants to-date, and is projected to decrease electricity consumption by at least 5%. This will help us to lower our carbon footprint, while also extending the lifespan of our equipment.

WATER

Water is a vital shared resource, and we are focused on using it wisely. Using the World Resources Institute (WRI) Aqueduct tool to assess water risk across our operations, we found that 37.7% of our U.S. corporate-owned restaurants operate in areas of high or extremely high-water stress. Additionally, we installed high-efficiency dishwashers in 25 restaurants in 2025 that have helped us reduce our water consumption. We also conduct leak inspections across our restaurants and engage with suppliers to better understand water management across our supply chain. As of the end of 2025, 67% of our land-based protein comes from suppliers with measures to reduce, recycle, or reuse water.

WASTE

Waste reduction is central to our environmental commitment. We work to enhance recycling, minimize landfill contributions, and cut waste at the source, leveraging local resources to bring stronger recycling practices to our restaurants.

FOOD WASTE

We believe restaurants play a vital role in reducing global food waste. To minimize waste at every stage, we utilize smarter purchasing and kitchen training alongside food donation and composting. From 2015 through 2025, we successfully reduced our food loss and waste by 43%. We are committed to the EPA and USDA`s goal of reducing food loss and waste by 50% by 2030.

PACKAGING

Reducing the environmental impact of our packaging is another key priority. We aim to minimize single-use packaging, enhance packaging recyclability, and develop solutions that align with our broader commitment to people, the environment, and ingredient quality. We are working to reduce overall packaging per location, expand recycling initiatives, and expand sustainable alternatives.

As of January 2025, all packaging was PFAS-free or contained no known PFAS. We also replaced Outback Steakhouse's foam bowls with polypropylene and our primary supplier for paper carryout bags received **BPI Certification**.

In 2025, 95 percent of our carryout packaging was recyclable or reusable, including the majority of paper bags made from 100 percent recycled content. We also give customers the option to decline plastic cutlery and straws.

PACKAGING RECYCLABILITY, FY25

22M total pounds of consumer packaging

29% recycled content

95% recyclable or reusable

66% reusable

Our Ingredients

From food safety and cleanliness to nutrition and allergen transparency, we hold ourselves to high standards. We carefully source our ingredients and follow rigorous sustainability and animal welfare guidelines to ensure trust with our guests and strengthen our business.

FOOD SAFETY

We take proactive steps to protect our guests by strictly following food safety protocols and conducting risk assessment audits. In our restaurants, these audits occur multiple times per year, while our suppliers are audited on an ongoing basis based on risk assessment results. These measures help us reduce potential health risks, maintain trust in our brands, and deliver an outstanding dining experience.

SUPPLY CHAIN

Our supply chain quality approach is built on five pillars: Supplier Safety and Quality Standards, Inspection and Testing, Supply Chain Transparency, Continuous Improvement, and Data-Driven Decision Making. We also utilize traceability systems to track products to their source and conduct annual risk assessment audits of farms, manufacturing facilities, and processing equipment. We aim to have all suppliers gain certification from the Global Food Safety Initiative (GFSI) and they receive periodic risk assessment visits from our Food Safety Team.

Our key initiatives include:

- Mandatory third-party audits
- A rigorous supplier evaluation process
- Regular second-party audits for high-risk categories such as produce, seafood, and beef

DISTRIBUTORS

We maintain a comprehensive system to monitor and enforce food safety procedures across our distributors, with stringent oversight and continuous improvement to uphold the standards our guests expect.

Our key monitoring procedures include:

- Mandatory third-party audits and, based on risk assessment, second-party audits to verify distributor compliance with our food safety standards
- A BBI-approved product recall program required of all distributors, enabling swift response to any food safety concerns
- Strict food safety and quality standards, including cold chain temperature monitoring

RESTAURANTS

We train restaurant staff on food safety protocols aligned with the FDA Food Code and applicable state regulations, and provide comprehensive food safety training to all Team Members. Our processes encompass rigorous inspections, strict hygiene practices, and regular updates to standard operating procedures. Our restaurants are regularly inspected by regulatory bodies and third-party audit agencies. In 2025, our third-party audit scores were aligned with our previous year and we are proud to report zero illness outbreaks.

Our key initiatives include:

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

NUTRITION & HEALTH

We continually evolve our menus to meet the diverse dietary needs and preferences of our guests. Each restaurant offers customizable options, calorie information, and a variety of gluten-free and vegetarian choices. We also provide ingredient lists and nutritional details upon request and offer detailed allergen information for the top nine food allergens on our brand websites. Our restaurants also participate in the National Restaurant Association's **Kids LiveWell** initiative.

ANIMAL WELFARE

We are committed to treating animals in our supply chain with respect and care, consulting with experts on best practices and working closely with suppliers who share these values. Our Animal Welfare Advisory Council brings representatives from across our business together with external experts in animal science and food safety, and we invite suppliers to participate as well, fostering collaboration, innovation, and continuous improvement.

In our purchasing decisions, we also prioritize the responsible use of antibiotics, permitting their use only when medically necessary and under veterinary supervision, in alignment with World Health Organization (WHO) and World Organization for Animal Health (WOAH) guidelines. We also have clear goals for sourcing cage-free eggs and implementing group housing for pregnant sows.

GLOBAL ANIMAL WELFARE GOALS

GOAL	CURRENT STATUS
Cage-free eggs:	
• 100% in Brazil by 2025	100% Brazil
• 100% globally by 2030	95% Globally
90% of confirmed pregnant sows in group housing by 2029	50% of the pork we purchase comes from group housing for pregnant sows[1]

[1] U.S. and Brazil.

OUR SUSTAINABLE SOURCING GOAL

GOAL	CURRENT STATUS
60% of land-based proteins sourced from suppliers that have deforestation-free supply chains by 2025	97% of the beef consumed in the U.S. is sourced from regions with a lower risk of tropical deforestation.[2] We do not import beef from Brazil for our restaurants in the U.S. The beef consumed in our Brazilian restaurants accounts for 12% of BBI's global beef consumption. It was 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.

[2] Based on the EU Deforestation Regulation's country classification list.

SUSTAINABLE SOURCING

Sustainable sourcing is a core part of how we do business. We work closely with our suppliers to strengthen our program and advance our broader sustainability goals.

100% of the palm oil we buy direct is Roundtable on Sustainable Palm Oil (RSPO) certified

100% of the eggs we buy directly in the U.S. are cage-free

In 2025, we expanded our partnership with a global sustainability ratings provider to improve supply chain transparency. We added high-risk categories including palm oil, paper, coffee, and soy to strengthen our ability to monitor and improve direct supplier performance.

SUPPLIER CODE OF CONDUCT

All Bloomin' Brands suppliers are required to comply with our Supplier Code of Conduct, which outlines the ethical standards we expect across our supply chain. The Code covers adherence to laws and regulations related to employment, human rights, environmental protection, health and safety, product recalls, and anti-corruption. We proactively evaluate suppliers and request third-party assessments as needed to ensure compliance.

SUPPLY CHAIN RISK

A consistent, reliable supply of primary ingredients is essential to our operations. We conduct resilience assessments across each supply chain category to evaluate climate-related factors, including the likelihood of natural disasters. These assessments allow us to develop contingency plans for sourcing disruptions or when secondary sources are needed.

Governance

Strong corporate governance and ethical business practices are fundamental to how we operate. Our governance program is grounded in honesty, integrity, and sound judgment, with a focus on creating value for our stakeholders and shareholders.

BLOOMIN' BRANDS BOARD OF DIRECTORS

Our Board plays a vital role in our success, overseeing the ELT and ensuring shareholder interests are well served. Responsibilities include reviewing strategic plans, overseeing risk management and ethics and compliance programs, and leading CEO and ELT succession planning. Board directors have open access to the ELT, who are encouraged to provide additional insight on matters under consideration, including strategies and goals related to environmental, social, and governance topics.

Sustainability governance follows a similar structure: the Nominating & Corporate Governance Committee oversees our sustainability program's strategic direction, while our Senior Director of Sustainability tracks progress and develops action plans across our key sustainability topics.

More information on our Board's sustainability oversight can be found in our 2024 Impact Report. To learn more about our Board's expertise and responsibilities, please visit our website.

TRANSPARENCY & ACCOUNTABILITY

All leaders, Team Members, and suppliers are required to adhere to our Code of Conduct, which sets clear expectations for legal and ethical behavior on and off the job. RSC Team Members complete annual training on the Code of Conduct and related topics. Suspected violations can be reported confidentially and anonymously through our third-party managed online reporting platform or directly to designated company leaders.

PRIVACY & SECURITY

We take a multi-layered approach to cybersecurity, combining proactive risk management, continuous monitoring, and a dedicated channel for reporting suspicious activity. Our governance framework is supported by comprehensive data protection policies, annual third-party PCI DSS audits, compliance with applicable data privacy laws, and annual cybersecurity training for applicable Team Members. We continuously invest in our security infrastructure to stay ahead of evolving threats and safeguard our brands and stakeholders. We have in place an artificial intelligence policy that defines acceptable use cases, ensuring that our integration is purposeful, secure, and transparent.

ABOUT THIS REPORT

This report provides an overview of our operations and performance across key sustainability topics, including quantitative and qualitative information and progress toward our goals. It covers the period of December 30, 2024 to December 28, 2025, with some data or context noted outside this scope where relevant. We intend to continue reporting annually.

The 2025 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). Corresponding indices can be found on pages **12**, **22**, and **24**. For purposes of this report, materiality is defined in the context of sustainability issues and does not correspond to the concept of materiality under U.S. securities laws and SEC disclosure requirements.

The information in this report is provided as of the publication date and is subject to change. This report contains forward-looking statements, including plans, goals, and strategies, which are subject to uncertainties, risks, and opportunities that could affect actual future performance. We assume no obligation to update any forward-looking statements.

For more information, visit **www.bloominbrands.com**. We welcome feedback on our report and sustainability initiatives at **sustainability@bloominbrands.com**.

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 December 30, 2024 to December 28, 2025 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. 2025 10-K, p. 32
2-2	**Entities included in the organization's sustainability reporting**	2025 10-K, pp. 5-7
2-3	**Reporting period, frequency, and contact point**	Unless otherwise noted, our 2025 Impact Report captures events that took place from December 30, 2024 through December 28, 2025. 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**	We have no restatements of information to report.
2-5	**External assurance**	Independent limited assurance was obtained on our 2025 Scope 1, 2, and 3 greenhouse gas emissions. See assurance letter here.
2-6	**Activities, value chain, and other business relationships**	2025 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. 2025 10-K, pp. 11-12
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**	2025 Impact Report, Governance, p. 10 2026 Proxy Statement, pp. 6-22

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
2-10	**Nomination and selection of the highest governance body**	2026 Proxy Statement, pp. 6, 20 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**	2025 Impact Report, Governance, p. 10 2026 Proxy Statement, p. 21
2-13	**Delegation of responsibility for managing impacts**	2025 Impact Report, Governance, p. 10
2-14	**Role of the highest governance body in sustainability reporting**	2025 Impact Report, Governance, p. 10
2-15	**Conflicts of interest**	Corporate Governance Guidelines, p. 7
2-16	**Communication of critical concerns**	2026 Proxy Statement, p. 21-22
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**	2026 Proxy Statement, p. 19 Nominating and Corporate Governance Committee Charter
2-19	**Remuneration policies**	2026 Proxy Statement, pp. 22-23
2-20	**Process to determine remuneration**	2026 Proxy Statement, pp. 48-63
2-21	**Annual total compensation ratio**	2026 Proxy Statement, pp. 80-81
2-22	**Statement on sustainable development strategy**	2025 Impact Report, A Letter from Our CEO, p. 2
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**	2025 Impact Report, Governance, Transparency & Accountability, p. 10 Code of Conduct

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
2-26	**Mechanisms for seeking advice and raising concerns**	2025 Impact Report, Governance, Transparency & Accountability, p. 10 2025 10-K, p. 12 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: • Women's Foodservice Forum (WFF) • Multicultural Foodservice & Hospitality Alliance (MFHA) • National Restaurant Association (NRA) • U.S. Roundtable for Sustainable Beef • Animal Agriculture Alliance
2-29	**Approach to stakeholder engagement**	2024 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**	2024 Impact Report, Appendix, Materiality and Stakeholder Engagement, Materiality, p. 33
3-2	**List of material topics**	2024 Impact Report, Appendix, Materiality and Stakeholder Engagement, Materiality, p. 33
GRI 102: CLIMATE CHANGE		
3-3	**Management of the material topic**	2025 Impact Report, Our Environment, Climate and Energy, p. 6
102-5	**Direct (Scope 1) GHG emissions (Metric Tons CO_2e)**	**FY 2025** 105,715 / **FY 2019 (baseline)** 141,425 2025 Impact Report, Our Environment, Climate and Energy, p. 6

DISCLOSURE	DISCLOSURE TITLE	RESPONSE	
102-6	**Energy indirect (Scope 2) GHG emissions (Metric Tons CO_2e)**	**FY 2025**	**FY 2019 (baseline)**
	Location-based[1]	162,374	199,002
	Market-based[2]	168,303	201,913
		2025 Impact Report, Our Environment, Climate and Energy, p. 6	
102-7	**Other indirect (Scope 3) GHG emissions (Metric Tons CO_2e)**[3]	3.1 Purchased goods and services: 929,580.20 3.14 Franchises: 128,210.23 3.7 Employee commuting: 119,812.76 3.3 Fuel and energy related activities: 56,389.06 3.2 Capital goods: 54,318.70 3.5 Waste generated in operations: 43,636.28 3.9 Downstream transportation and distribution: 25,837.00 3.4 Upstream transportation & distribution: 15,012.62 3.12 End-of-life treatment of sold products: 2,925.06 3.6 Business travel: 2,662.00 **Total 1,378,383.91**	
102-8	**GHG emissions intensity**[3]	**FY 2025**	**FY 2019 (baseline)**
		269	310
GRI 103: ENERGY			
3-3	**Management of the material topic**	2025 Impact Report, Our Environment, Climate and Energy, p. 6	
103-2	**Energy consumption within the organization**	2025 Impact Report, Our Environment, Climate and Energy, p. 6	
	Total Energy Consumed (gigajoules, GJ)	**FY 2025**	**FY 2019 (baseline)**
		3,507,095	4,313,780
103-4	**Energy intensity ratio**		
	Energy intensity[4]	3,627	

[1] Methodology: 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] Methodology: 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 company-owned restaurants (n=967 as of December 28, 2025), using a market-based calculation for Scope 2 emissions.
[4] Methodology: Energy intensity figure calculated by gross energy consumption divided by number of company-owned restaurants (n=967 as of December 28, 2025).

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
GRI 201: ECONOMIC PERFORMANCE		
3-3	**Management of the material topic**	2025 10-K, pp. 28-29
201-1	**Direct economic value generated and distributed**	2025 Impact Report, Our People, Community, p. 5
201-2	**Financial implications and other risks and opportunities due to climate change**	2025 10-K, pp. 28-29
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 2025 Impact Report, Governance, Transparency & Accountability, p. 10
GRI 206: ANTI-COMPETITIVE BEHAVIOR		
3-3	**Management of the material topic**	2025 Impact Report, Governance, Transparency & Accountability, p. 10
206-1	**Legal actions for anti-competitive behavior, anti-trust, and monopoly practices**	Code of Conduct
GRI 303: WATER AND EFFLUENTS		
3-3	**Management of the material topic**	2025 Impact Report, Our Environment, Water, p. 7
303-1	**Interactions with water as a shared resource**	2025 Impact Report, Our Environment, Water, p. 7
GRI 306: WASTE		
3-3	**Management of the material topic**	2025 Impact Report, Our Environment, Waste, p. 7 2025 Impact Report, Our Environment, Packaging, p. 7
306-1	**Waste generation and significant waste-related impacts**	2025 Impact Report, Our Environment, Waste, p. 7
306-2	**Management of significant waste-related impacts**	2025 Impact Report, Our Environment, Waste, p. 7

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
306-3	**Waste generated**	2025 Impact Report, Our Environment, Waste, p. 7 Total sent to disposal: 81,357 tons[1] MSW (Municipal Solid Waste): 65,529 tons (81% of total) OCC (Old Corrugated Cardboard): 14,026 tons (17% of total) SSR (Single Stream Recycling): 1,526 tons (1.88% of total) Glass (bottles/containers): 258 tons (0.32% of total) Organics (food waste): 17 tons (0.02% of total)
	Food donations (pounds)	**Total food donated FY 2025:** 28,778 lbs
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT		
3-3	**Management of the material topic**	2025 Impact Report, Our Ingredients, Sustainable Sourcing, Supplier Code of Conduct, p. 9 Supplier Code of Conduct
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 we aim to have all suppliers gain certification from the Global Food Safety Initiative (GFSI).
GRI 401: EMPLOYMENT		
3-3	**Management of the material topic**	Bloomin' Brands Restaurant Support Center Opportunities 2025 Impact Report, Our People, Culture and Employee Experience, p. 4
401-1	**New employee hires and employee turnover**	**Employee Turnover FY 2025:** U.S. hourly restaurant Team Members: 81% U.S. restaurant Management: 20%
401-2	**Benefits provided to full-time employees that are not provided to temporary or part-time employees**	Bloomin' Brands Restaurant Support Center Opportunities
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
3-3	**Management of the material topic**	2025 10-K, p. 12
403-1	**Occupational health and safety management system**	2025 10-K, p. 12

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

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
GRI 404: TRAINING AND EDUCATION		
3-3	**Management of the material topic**	2025 Impact Report, Governance, Transparency & Accountability, p. 10 2025 Impact Report, Our People, Learning & Development, p. 4
404-1	**Average hours of training per year per employee**	2025 Impact Report, Our People, Learning & Development, p. 4
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**	2025 Impact Report, Our People, Inclusion & Belonging, p. 5 Bloomin' Brands Website, Inclusion
405-1	**Diversity of governance bodies and employees**	2025 Impact Report, Our People, Inclusion & Belonging, p. 5 2025 Impact Report, Governance, Bloomin' Brands Board of Directors, p. 10
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**	2025 Impact Report, Our Ingredients, Food Safety, p. 8
416-1	**Assessment of the health and safety impacts of product and service categories**	2025 Impact Report, Our Ingredients, Food Safety, p. 8

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
GRI 418: CUSTOMER PRIVACY		
3-3	**Management of the material topic**	2025 10-K, pp. 24-25, 30-31 2025 Impact Report, Governance, Privacy & Security, p. 10
418-1	**Substantiated complaints concerning breaches of customer privacy and losses of customer data**	2025 10-K, pp. 24-25, 30-31
ANIMAL WELFARE		
3-3	**Management of the material topic**	Bloomin' Brands Website, Our Ingredients 2025 Impact Report, Our Ingredients, Animal Welfare, p. 9 SASB FB-RN-430a.3 Supplier Code of Conduct
ANTIBIOTICS		
3-3	**Management of the material topic**	Bloomin' Brands Website, Our Ingredients 2025 Impact Report, Our Ingredients, Animal Welfare, p. 9 Supplier Code of Conduct
FOOD AND SERVICE QUALITY		
3-3	**Management of the material topic**	2025 Impact Report, Our Ingredients, p. 8 Bloomin' Brands Website, Our Ingredients 2025 Impact Report, Food Safety, p. 8 2025 Impact Report, Nutrition & Health, p. 9

GRI 405: DIVERSITY AND OPPORTUNITY

GENDER	PERCENT
Women	49.1%
Men	47%
Undeclared	3.9%

RACE AND ETHNICITY[1]	PERCENT
American Indian or Alaska Native	0.6%
Asian	1.6%
Black or African American	16.7%
Hispanic or Latino	21.5%
Native Hawaiian or Other Pacific Islander	0.3%
Two or More Races	5.6%
White	48.2%
No response/Do not wish to answer	5.6%

EMPLOYEE REPRESENTATION BY LEVEL	WOMEN	MEN	PEOPLE OF COLOR
Restaurant Support Center	61%	35%	23%
Operations Leadership	39%	61%	34%
Hourly Team Members	50%	46%	47%

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

GENERATION[1]	PERCENT
Gen Z (1997-2012)	54.0%
Millennials (1981-1996)	30.8%
Gen X (1965-1980)	12.7%
Baby Boomers (1946-1964)	2.3%
No Response/Do Not Wish to Answer	0.07%
Traditionalists/Silent (1945 and earlier)	0.02%

BOARD REPRESENTATION[1,2]

GENDER	PERCENT	NUMBER
Women	36%	4
Men	64%	7

RACE AND ETHNICITY	PERCENT	NUMBER
Asian	9%	1
Black or African American	0%	0
Two or More Races	9%	1
White	82%	9

AGE	PERCENT	NUMBER
30-50	9%	1
Over 50 years old	91%	10

[1] Percentages may not add up to 100% due to rounding.
[2] This data represents Board composition stated in the **2026 Bloomin' Brands proxy statement**.

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	(1) 3,627 GJ (2) 100% (3) 0%
WATER MANAGEMENT				
FB-RN-140a.1	Quantitative	Thousand cubic meters (m^3) Percentage (%)	(1) Total water withdrawn (2) Total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	(1) Not reported (2) 2025 Impact Report, Our Environment, Water, p. 7
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	(1) 81,357 tons (2) 0.02% (3) 19%
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) 22,498,878 lbs (2) 29% (paper and aluminum) (3) 95% 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) Two (shrimp and broccoli) (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 **2025 Impact Report, Our Ingredients, Nutrition & Health**, p. 9
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
LABOR PRACTICES				
FB-RN-310a.1	Quantitative	Rate	(1) Voluntary and (2) involuntary turnover rate for restaurant employees	Employee Turnover FY 2025: U.S. hourly restaurant Team Members: 81% U.S. restaurant Management: 20%
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) 95% (Global) (2) 50% 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	**2025 Impact Report, Our Ingredients, Animal Welfare**, p. 9 **2025 Impact Report, Our Ingredients, Sustainable Sourcing**, p. 9 **Supplier Code of Conduct**
ACTIVITY METRICS				
FB-RN-000.A	Quantitative	Number	Number of (1) entity-owned and (2) franchise restaurants	**2025 10-K**, p. 7
FB-RN-000.B	Quantitative	Number	Number of employees at (1) entity-owned and (2) franchise restaurants	(1) **2025 10-K**, p. 7 (2) Not reported

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.	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. 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. 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. **2025 Impact Report, Governance, Bloomin' Brands Board of Directors**, p. 10
b) Describe the management's role in assessing and managing climate-related risks and opportunities.	The 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 our Senior Vice President, Supply Chain 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. 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.

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.	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. 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 droughts, could lead to financial losses or increased operating costs. Weather conditions have historically impacted guest traffic, with events like hurricanes or wildfires causing property damage and temporary closures. Government regulations on greenhouse gas emissions may result in higher costs and supply shortages.
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	**Weather and Natural Disasters** 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. **Supply Chain** 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. 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. 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. **Regulation** 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. 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.
c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy and financial planning.	We have not conducted a scenario analysis but plan to do so in the near future to prepare for forthcoming regulation. We intend to share information on this process in future reporting.

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.	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. 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. 2025 Impact Report, Governance, Bloomin' Brands Board of Directors, p. 10
b) Describe the organization's processes for managing climate-related risks.	**Weather and Natural Disasters** 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. 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. **Supply Chain** 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 a supplier scorecard. More information can be found on page 25 of our 2025 Impact Report. **Regulation** 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, Scope 2, and Scope 3 greenhouse gas (GHG) emissions annually and intend to continue providing annual updates on our progress as a result of evolving regulatory requirements and stakeholder interest. 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. 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 page 22 and a GRI Content Index can be found on page 12. GRI 201-2

TCFD RECOMMENDATION	RESPONSE
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 **GRI 102: Climate Change**, **GRI 103: Energy**, and **GRI 306: Waste**.

b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.

GHG EMISSIONS (MT CO_2e)[1]	FY 2025
Scope 1	105,715
Scope 2	
Location-based[2]	162,374
Market-based[3]	168,303
Scope 1 and 2 (market-based) total	274,018

GHG EMISSIONS (MT CO_2e)[1]	FY 2025
Scope 3	
3.1 Purchased goods and services	929,580.20
3.14 Franchises	128,210.23
3.7 Employee commuting	119,812.76
3.3 Fuel and energy related activities	56,389.06
3.2 Capital goods	54,318.70
3.5 Waste generated in operations	43,636.28
3.9 Downstream transportation and distribution	25,837.00
3.4 Upstream transportation & distribution	15,012.62
3.12 End-of-life treatment of sold products	2,925.06
3.6 Business travel	2,662.00
Scope 3 total	1,378,383.91

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. The current status of this goal is a 20 percent reduction as of 2025 vs. 2019.

[1] All reported numbers comply with the GHG Protocol. All values represent market-based emissions, unless otherwise noted. These reported numbers may change as data access and quality improve. Numbers may not total correctly because of rounding.
[2] Methodology: 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] Methodology: 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.

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