

Papa John's International ("Papa Johns") is built on a commitment to "BETTER INGREDIENTS. BETTER PIZZA." and we are committed to improving animal welfare throughout our supply chain.

Papa Johns defines animal welfare as the physical and mental state of an animal in relation to the conditions in which it lives and dies. We acknowledge the sentience of the animals within our supply chain and hold their welfare in high regard and will not tolerate any abuse of animals.

We have identified that all our menus include products from dairy animals (predominantly cows, but also extending to goats and sheep), egg laying and meat producing chickens, pigs and beef cattle. Regional product variations, aimed at meeting local customer expectations, include veal, turkey and wild caught seafood.

### **Supplier Engagement**

We value our relationship with suppliers and our shared commitment to animal welfare. Although Papa Johns does not breed, process, transport, own or raise animals, we expect our suppliers to have the highest standards commercially available with respect to animal welfare. Papa Johns specifies that proper and humane animal welfare practices should be followed during every step of processing. These expectations are outlined in our supplier agreements and specifications, including compliance with local regulations on the humane treatment of animals. Many of Papa Johns suppliers do not directly own, raise or transport live animals; therefore, we mandate that all suppliers to Papa Johns require that their suppliers also comply with local regulations.

It is also important that the safety and quality of the product not be affected by evidence of stress from poor handling, stunning or production practices. These expectations are outlined in our supplier agreements and specifications, irrespective of what animal-derived product is being supplied.

In addition, we encourage our suppliers to go beyond these requirements and investigate alternatives to current farming, transporting and processing practices that would result in a higher quality of animal care.

### **Cage-free Eggs**

Papa Johns is committed to transition to 100% of eggs and egg ingredients for Papa Johns proprietary menu items coming exclusively from cage-free suppliers by 2030.

To inform and develop this goal, we engaged with [Lever Foundation](#), a non-profit organization working with companies to advance more humane and sustainable supply chains.

In 2016, we began using cage-free eggs across our menu in North America; currently more than 90% of the eggs we purchase are from cage-free sources. In our UK market, we've used only cage-free eggs since 2018.

In some regions, limited or no supply of cage-free eggs exists, and there is no current pathway for a commercially viable supply. We plan to work with suppliers and key partners in these regions to increase the availability of cage-free egg sources.

## Stakeholder Engagement

We recognize that customers, team members, investors, NGOs and other stakeholders have diverse perspectives on a variety of animal welfare topics. We are committed to engaging with stakeholders about our progress and challenges as we continue to evolve our animal welfare policy.

## Governance

Animal welfare is a key component of our Responsible Sourcing strategy and Environmental, Social and Governance (ESG) framework. The Corporate Governance and Nominating Committee of the Papa Johns Board of Directors provides oversight for our ESG strategy (for further details visit <https://ir.papajohns.com/corporate-governance-0>). Papa Johns Quality Assurance and Supply Chain Management teams have day-to-day responsibility for fulfilling our animal welfare commitments.

Effective implementation of our policy is evidenced through supplier agreements and specifications which are verified annually as part of our quality audit. Our BETTER INGREDIENTS. BETTER PIZZA program ensures that we visit all our suppliers and provide feedback on any non-compliances to drive continuous improvement.

Papa Johns is committed to reviewing our animal welfare policy regularly. As new information becomes available through scientific research, industry standards, and regulations, we will update our policy and work with our suppliers to ensure the highest standards commercially available are in place with respect to animal welfare.

We have expanded our animal welfare policies to meet local customer expectations. Details of these animal welfare policies can be found here: [Papa Johns GB Animal Welfare](#) and [Papa Johns US Animal Welfare](#).

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