

**PAPAJOHNS®**

**BETTER  
TOGETHER**

**2025 CORPORATE RESPONSIBILITY HIGHLIGHTS**

# TABLE OF CONTENTS

<b>ABOUT THIS REPORT</b>	<b>3</b>
<b>LETTER FROM OUR PRESIDENT &amp; CEO</b>	<b>4</b>
<b>COMPANY OVERVIEW</b>	<b>5</b>
Awards & Recognition	6
Strategic Partnerships & Membership Organizations	6
Corporate Responsibility Strategy	6
<b>PEOPLE</b>	<b>7</b>
Recruiting Talent	7
Learning & Development	7
People Experience & Culture	8
Investing in Health, Safety & Security	8
<b>COMMUNITIES</b>	<b>10</b>
Youth Leadership & Entrepreneurship	10
Food Insecurity	12
Food Waste	12
Building Community Fund	12
<b>PIZZA</b>	<b>14</b>
Food Safety	14
Ingredients	14
<b>PLANET</b>	<b>15</b>
Climate	16
Deforestation	17
Packaging	17
<b>GOVERNANCE</b>	<b>18</b>
Compliance & Business Ethics	18
Risk Management	19
Information Security & Data Privacy	19



## ABOUT THIS REPORT

This 2025 Corporate Responsibility Highlights report provides a high-level overview of how Papa John's International, Inc. ("Papa John's") operates and manages its corporate responsibility priorities and other issues material to our business and stakeholders. To demonstrate our commitment to transparency, Papa John's discloses data aligned with the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).

The data in this report, unless otherwise indicated, covers our U.S. corporate-owned or managed restaurants, Restaurant Support Centers (RSCs) and Quality Control Centers (QCCs) and does not include franchises, during the fiscal year ending December 28, 2025. For this time period, franchises represent 92% of total global operations. Some sections of this report include information and data about our UK corporate operations. Our quantitative data and reporting process for the 2025 workplace demographic data sets was internally reviewed and assured by our Internal Audit team.



## LETTER FROM OUR PRESIDENT & CEO TODD PENEGOR

Every day, I am inspired by the passion and dedication of our Papa John's team members, franchisees and partners across the globe as we work toward our bold vision: **to be the best pizza makers in the business**. This vision is brought to life through our promise of Better Ingredients. Better Pizza.® and guided by our five core values – **People First, Innovate to Win, Do the Right Thing, Everyone Belongs and Have Fun**.

**People First** is where it all begins. We know that to create positive experiences for our customers, we must take care of each other first. This year, we continued to invest in programs that support our team members' growth and well-being, while strengthening the bonds that make Papa John's special. Now in its seventh year, our Dough & Degrees program continues to expand opportunity and economic mobility for our team members, proudly celebrating 175 graduates who have earned their high school diploma, college degree, or continuing professional education (CPE) certificates.

We also demonstrated what it means to **Do the Right Thing** – from supporting communities impacted by natural disasters to investing in future generations through a variety of youth leadership and entrepreneurship initiatives. In 2025, the Papa John's Foundation and our franchise partners awarded a total of \$1 million in Building Community Fund (BCF) grants to organizations driving positive change in areas such as hunger relief and youth development. This milestone year marked the 5<sup>th</sup> anniversary of the BCF program, bringing our total investment over five years to \$6.5 million, a testament to our long-term commitment to building stronger communities together. We extend this impact through our Harvest Program which donates uncollected orders to local community organizations serving those who are food insecure – providing 293,000 meals in 2025.

Our commitment to **Everyone Belongs** was evident in the way we fostered inclusion and belonging across our system and within the communities we serve. Engaging with initiatives like the Prosper Forum helps accelerate leadership development for women and minority

leaders in the restaurant industry through opportunities such as the Prosper Accelerator Program—a 24-month experience designed to foster authentic relationships and create advancement opportunities for next-generation senior talent. In 2025, we proudly nominated six team members to participate, reinforcing our commitment to building a more inclusive future for foodservice leadership.

In the spirit of **Innovate to Win**, we reignited our menu innovation pipeline and made significant investments in technology to deliver a more seamless, personalized experience for customers. From oven calibration that ensures consistency across restaurants, to new menu platforms and digital enhancements, we are innovating to provide a differentiated customer experience and reclaim our category leadership in quality. And as a pizza company, we never forget to **Have Fun**. Our team members made giving back both meaningful and fun—whether packing meal kits for students at local schools, decorating gingerbread houses with kids or teaming up for Hunger Action Month, every moment strengthened our communities.

Whether at our global franchise conference or supplier summits, the energy and enthusiasm across the Papa John's system remind us that winning together is the ultimate celebration. That same spirit of connection shines through as team members actively participate in heritage month events and cultural celebrations, supported by programming from our Inclusion Resource Groups (IRGs), which create meaningful opportunities to learn and share.

As we look ahead, we do so with confidence. We have a strong foundation – a differentiated brand, loyal customers and a passionate team. Together, we will continue to grow, innovate and deliver on our purpose. Because at Papa John's, we deliver on our purpose to craft high-quality pizza for the joy of food lovers everywhere.

Thank you for being part of this journey.

Sincerely,

**TODD PENEGOR**  
PRESIDENT & CEO

# COMPANY OVERVIEW

## WE ARE GUIDED BY OUR VALUES

**PEOPLE FIRST**

**INNOVATE TO WIN**

**DO THE RIGHT THING**

**EVERYONE BELONGS**

**HAVE FUN**

## OUR VALUE CHAIN

Our commitment to our promise—Better Ingredients. Better Pizza.®—extends throughout our value chain. All our suppliers must comply with Papa John's Global Food Safety Program and Standards, Animal Welfare Policy and all applicable laws.

Products must meet our quality standards, including good manufacturing practices and worker safety standards, which are reviewed and verified through quarterly business reviews and annual food safety audits.



### FARMERS

For many of our ingredients, the supply chain begins on the farm. Papa John's suppliers work with farmers to ensure the produce, cheese and meat toppings for our menu items meet our quality standards.



### SUPPLIERS

We collaborate with suppliers who design and manufacture our pizza boxes and other packaging, make our signature sauce, process ingredients and build equipment for our restaurants.



### QUALITY CONTROL CENTERS (QCCS)

Ingredients and packaging are delivered to our 13 QCCs, where we make our fresh, original dough each day. QCCs undergo annual food safety and quality audits to ensure compliance with our global food safety standards.



### FLEET

Our own fleet of commercial drivers make twice-weekly deliveries to our restaurants. Drivers participate in intensive training, and we leverage collision avoidance systems and other technologies to monitor safe driver behavior.



### RESTAURANTS

Team members make and bake our pizzas and other menu items.



### CUSTOMERS

Papa John's drivers deliver high-quality, delicious pizza directly to your door. We also leverage partnerships with food delivery marketplaces.

## OUR CORPORATE RESPONSIBILITY STRATEGY

Our Corporate Responsibility (CR) strategy is focused on fostering a culture of belonging, offering high-quality pizza using simple ingredients and addressing our environmental impact. These strategic CR priorities were informed by our most recent materiality assessment, conducted in 2025, which identified and evaluated the corporate responsibility issues most important to key stakeholders and our business.

We began by reviewing prior materiality findings, industry trends and insights from ratings agencies, NGOs and academic research. This informed an initial list of topics across four categories: Product & Supply Chain, Environment, Economic & Governance and People.

We also gathered internal and external stakeholder input through surveys and interviews. Participants included executive leadership, team members, franchisees, customers, suppliers, investors and subject-matter experts. Responses were weighted to ensure balanced representation and priority topics emerged based on relevance and potential impact. Findings were validated with our Board of Directors and executive leadership team to ensure alignment with the business strategy and to inform programs and reporting.

## PRIORITY TOPICS



### PEOPLE

- Team Member Experience
- Training & Development
- Compensation & Benefits
- Health & Safety



### PIZZA

- Food Quality
- Food Safety
- Supply Chain
- Traceability & Resiliency
- Nutrition & Allergen Labeling



### COMMUNITY

- Community Engagement
- Youth Leadership & Entrepreneurship
- Food Insecurity



### PLANET

- Food Waste
- Waste & Recycling
- Climate Risk & Resiliency
- Sustainable Packaging

## AWARDS & RECOGNITION

- Newsweek: America's Most Responsible Companies 2025
- Newsweek: World's Most Trustworthy Companies 2025
- Forbes: America's Best-In-State Employers 2025 (Indiana)

## STRATEGIC PARTNERSHIPS & MEMBERSHIP ORGANIZATIONS

- American Pizza Community
- Catalyst
- Cobb County Chamber of Commerce
- Community Foundation for Greater Atlanta
- Fortune CEO Initiative
- Greater Louisville, Inc.
- International Franchise Association
- International Poultry Welfare Alliance (IPWA)
- The King Center
- National Association of Asian American Professionals
- National Black MBA Association
- National Gay & Lesbian Chamber of Commerce
- National Minority Supplier Development Council
- National Restaurant Association
- Prosper Forum
- U.S. Roundtable for Sustainable Poultry & Eggs (US-RSPE)
- Women in Technology

# PEOPLE

We believe in investing in our team members today, to help them become the Papa John's leaders of tomorrow. We put People First by creating quality training, learning and development opportunities that give our team members the tools they need to thrive. We work to attract top talent by fostering a culture that is welcoming, inclusive and supports sustained engagement and team member development.

## RECRUITING TALENT

Our recruitment strategy is driven by our priority to strengthen our candidate pool for all manager-level team members and above. We do this through targeted training, direct engagement, strategic partnerships and summer internship programs in partnership with national and local organizations working to provide career pathways and improve education access for young people. We also sponsor and attend career fairs, scholarship programs and university and professional organization events that help us to connect with talent in their own communities.

## LEARNING & DEVELOPMENT

Our education programs help our team members develop professionally, while giving us a competitive edge with a workforce that is constantly learning new skill sets for their roles at Papa Johns. We offer professional development plans, internships and co-ops, leadership workshops, an extensive catalog of e-learning courses, promotion from within, internal training programs and tuition reimbursement.

### DOUGH & DEGREES

Papa Johns offers Dough & Degrees, a fully funded tuition program that enables corporate team members to attend college and earn a degree at no cost. Papa Johns covers tuition, books and fees up front so there is no out-of-pocket expense. Team members can earn a variety of degrees—from Associates to Masters, receive their high school diploma, earn college credit for on-the-job training, take professional certificate courses in business-relevant areas and gain access to academic advising and guidance from learning experts.

Corporate Team members who average ten or more hours per week and are employed for at least two months at any Papa Johns owned restaurant, Quality Control Center (QCC) or Restaurant Support Center (RSC) are eligible.

## INVESTING IN HEALTH, SAFETY & SECURITY

Promoting and maintaining a safe and healthy work environment is a top priority at Papa Johns. Our Vice President of Global Safety & Security has oversight of the program and provides regular reports to senior leadership.

We continue to invest in training and technology to ensure the safety of our people in our QCCs and RSCs, in our restaurants and on the road. All Papa Johns team members receive annual safety training based on the requirements of their roles. Our QCCs and corporate-owned restaurants undergo annual hazard assessments and random observations by regional safety managers.

For our commercial fleet, in 2025 we completed our launch of a state-of-the-art driving safety platform for our commercial drivers. This innovative platform leverages AI technology to assist drivers in maintaining safe driving practices and ensures DOT compliance.

All corporate-owned restaurants have a cloud-based security system for centralized security monitoring and all team members receive training at the time of hire that focuses on security topics in and around the restaurant.

The Security & Loss Prevention teams oversee security and loss prevention initiatives, which support both corporate restaurant and QCC operations in managing the level of security risks within the workplace and putting preventative security measures in place to avoid losses.

## RESPONDING TO DISASTERS & EMERGENCIES

At Papa Johns, we make it a priority to be there for our communities and team members when disaster strikes. We offer financial assistance to eligible team members facing emergency, injury, illness or natural disaster through our team member Emergency Relief Fund (the Papa Fund).

This fund is supported by team member donations and fundraising campaigns and has provided more than \$2 million to nearly 3,000 team members since 2000.

The Papa Johns Franchise Relief Fund provides similar assistance to franchise team members in need and has donated more than \$860,000 since 2005.



The Papa Johns Foundation supported disaster response efforts across our communities throughout the year. When the Los Angeles fires struck, we acted quickly, providing a \$10,000 donation to World Central Kitchen and working alongside franchisees across the state to deliver meals to first responders and displaced residents.

In 2025, when catastrophic flooding impacted the Texas Hill Country, Papa Johns franchisees across Texas mobilized to support local relief efforts. Participating locations statewide—from Houston and Dallas to San Antonio, Austin, El Paso, and beyond—donated 100% of profits from all orders placed on July 15 to aid flood-affected communities.

## EVERYONE BELONGS

At Papa Johns, we believe in a culture where everyone belongs; and our investment in this culture of belonging has remained, year over year. We're committed to creating a values-centered environment that attracts and retains top talent; this includes ensuring investment and support for the teams and programs that encourage and empower our people from all backgrounds and experiences.

## BUILDING A PLACE WHERE EVERYONE BELONGS

**CULTURE:** An inclusive and values-centered environment where team members experience connectedness, belonging and feel invited to bring their unique flavor to Papa Johns and are inspired to win together. An inclusive, values-led culture fosters collaboration, enabling teams to perform and succeed together.

**TALENT:** A workforce committed to our mission and values, supported by consistent recruiting practices, effective talent practices and ongoing leadership development and progression opportunities.

**MARKETPLACE:** An open and inclusive, customer-first experience where all communities are sustained through mutually beneficial partnerships and initiatives aligned with our values.

## OUR TEAM MEMBERS

	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
	White			Black or African American			Hispanic or Latino			Asian			Not Specified			Two or More Races			American Indian or Alaska Native			Native Hawaiian or Other Pacific Isl.			Women			Men			Choose Not to Disclose		
<b>BOD</b>	74%	74%	70%	13%	13%	20%	13%	13%	10%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	37%	37%	30%	63%	63%	70%	0%	0%	0%
<b>EXECUTIVE TEAM</b>	80%	78%	70%	0%	0%	10%	0%	11%	10%	20%	11%	10%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	30%	33%	30%	70%	67%	70%	0%	0%	0%
<b>LEADERSHIP (VP+)</b>	79%	74%	74%	5%	2%	4%	3%	7%	9%	13%	12%	11%	0%	5%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%	31%	35%	67%	69%	65%	0%	0%	0%
<b>LEADERSHIP (DIR+)</b>	76%	77%	77%	5%	6%	6%	5%	7%	8%	9%	5%	4%	3%	3%	3%	2%	1%	1%	0%	1%	1%	0%	0%	0%	34%	30%	30%	66%	70%	69%	<1%	1%	1%
<b>RESTAURANT LEADERSHIP</b>	79%	78%	77%	6%	7%	8%	9%	10%	10%	1%	2%	1%	0%	0%	0%	1%	0%	1%	4%	3%	3%	0%	0%	0%	30%	26%	28%	70%	74%	72%	0%	0%	0%
<b>SC/PJFS LEADERSHIP</b>	70%	82%	82%	20%	9%	9%	10%	9%	9%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	20%	18%	18%	80%	82%	82%	0%	0%	0%
<b>ALL TEAM MEMBERS</b>	56%	57%	57%	26%	26%	25%	9%	8%	9%	2%	2%	2%	2%	2%	2%	4%	4%	4%	1%	1%	1%	<1%	<1%	<1%	32%	32%	31%	66%	67%	68%	2%	1%	1%
<b>ALL RESTAURANT TEAM MEMBER</b>	58%	58%	59%	25%	25%	24%	8%	8%	8%	1%	1%	2%	2%	2%	2%	5%	5%	4%	1%	1%	1%	<1%	<1%	<1%	34%	34%	33%	64%	64%	66%	2%	2%	1%
<b>ALL SC/PJFS TEAM MEMBERS</b>	37%	40%	41%	38%	36%	36%	18%	18%	16%	1%	1%	1%	3%	3%	4%	2%	2%	1%	1%	<1%	<1%	<1%	<1%	<1%	11%	10%	9%	88%	89%	89%	1%	1%	2%

## OUR INCLUSION RESOURCE GROUPS

Consistent with our culture of belonging, the purpose behind our Inclusion Resource Groups (IRGs) is to encourage and empower our team members to connect and evolve.

IRGs are groups of team members who come together to support common experiences and interests that are aligned with Papa John's purpose, values and business strategy. We offer six IRG types, each designed to foster connection, representation and meaningful engagement across our organization. Every IRG is sponsored by a member of our Executive Leadership Team and helps promote inclusion, open dialogue, learning and constructive contributions to Papa John's business objectives.

## CELEBRATING OUR UNIQUE FLAVORS

### FLAVOR BLACK EMPLOYEES AND ALLIES ACHIEVING TOGETHER (B.E.A.T) FIRESIDE CHAT

We opened the quarter with a Flavor B.E.A.T. Fireside Career Chat featuring Todd Penegor. This intimate discussion provided team members with direct access to leadership perspectives, career insights and professional guidance in a relaxed and engaging environment.

### EID AL-FITR CELEBRATION

Our observance of Eid al-Fitr created space for cultural sharing, awareness and inclusion for our Muslim team members. Through traditions, storytelling and education, we fostered deeper understanding and connection during this significant holiday.



## VETERANS DAY RECOGNITION

In honor of those who have served, we designed and distributed Veterans Day pins across our organization. This simple yet meaningful gesture sparked important conversations and reaffirmed our commitment to recognizing and appreciating the contributions of veterans within the Papa John's organization.



## FLAVOR BRIDGE TRIVIA & GENERATIONAL CONNECTIONS

Flavor Bridge, our multi-generational IRG, hosted an engaging panel discussion featuring team members from Gen Alpha through Baby Boomers, showcasing the strength of generational diversity in our workforce. The discussion highlighted how varied experiences and perspectives enrich collaboration and drive innovation. With more than 90 team members joining both in person and virtually, the event served as a meaningful celebration of connection across generations.



# COMMUNITIES

## COMMUNITY ENGAGEMENT

As part of our commitment to Do The Right Thing, we are delivering better for our communities through the Papa Johns Foundation for Building Community. In partnership with Papa Johns, the Foundation focuses on two core areas of impact: Youth Leadership & Entrepreneurship and Food Insecurity.

## YOUTH LEADERSHIP & ENTREPRENEURSHIP

### BOYS & GIRLS CLUBS OF AMERICA PARTNERSHIP

It was another strong year of partnership with Boys & Girls Clubs of America. Over the past six years, we have invested more than \$5 million in youth leadership programs, launching new engagement initiatives while deepening our support for existing programs creating meaningful impact.

In 2025, the Foundation advanced the following initiatives, engaging more than 33,500 people in leadership development opportunities:

- **Youth of the Year** recognizes teens who demonstrate exceptional leadership, community engagement and academic achievement. This year, the Foundation supported the full suite of Youth of the Year development programs, which equip Club staff with the training needed to guide teens through the program. A total of 184 staff members completed the training, enabling them to engage more than 15,780 youth.

In addition, finalists for the Southeast Youth of the Year visited our Atlanta RSC, where they heard from our Chief Marketing Officer, Jenna Bromberg, and team members across various departments about careers in pizza and beyond. They also experienced firsthand what brings our Better Ingredients. Better Pizza.<sup>®</sup> promise to life through an interactive pizza-making class with our Culinary Team.

- **Entrepreneur for a Day** at the Atlanta RSC welcomed 15 teens from Boys & Girls Clubs of Metro Atlanta for a behind-the-scenes tour of a Papa Johns restaurant and a conversation with franchisee Joe Johnson, a Boys & Girls Clubs of Newark alumnus and current Foundation Board Member. Throughout the visit, teens explored the fundamentals of franchising and entrepreneurship and, of course, tried their hand at pizza making.
- **BGCA's Keystone Conference** brought together Boys & Girls Clubs "Keystoners" from across the U.S. and military bases worldwide. This year, 800 Club teens attended three days of leadership workshops, community service, hands-on learning, networking and inspiring speakers.



**RESTAURANT OPENINGS, ADOPT A CLUB & PIZZA PARTIES**

This year, our partnership with Boys & Girls Clubs of America expanded to include deeper engagement from team members and franchisees through restaurant openings and the Adopt-a-Club initiative.

In Wisconsin Rapids, the Bajco Group celebrated the opening of a new restaurant by welcoming the local Boys & Girls Club for an exclusive pizza-making experience the day before the official grand opening. The Club was also awarded a \$3,000 grant to support year-round programming.

*Partnering with the Boys & Girls Clubs of Wisconsin Rapids was truly a highlight of our year. Our team loved getting to know the community, the kids were thrilled to step into the pizza kitchen and we're grateful to be building a long-term partnership with our friends at the Boys & Girls Clubs."*

– Mary Ziola-Vega, Marketing Director - Bajco Group



Beyond grand openings, four of our corporate markets in Atlanta, Louisville, Nashville and Indianapolis were paired with local Clubs to support ongoing engagement throughout the year. In Atlanta, volunteers from the Restaurant Support Center joined their local Club for field days and holiday celebrations. When team members learned that many families faced food insecurity during school breaks, they organized an in-office food drive—ultimately donating 2,415 meals to help keep kids nourished over school breaks.

Pizza parties are part of our brand's DNA and this year we were proud to bring that joy to Clubs across the country. Together, we hosted more than 70 pizza parties and served over 18,000 slices to BGCA members nationwide.

*"At Boys & Girls Clubs of Metro Atlanta, we're grateful for partners like Papa Johns, who continue to pour into our members and communities with generosity, time, and support through initiatives like Adopt-A-Club. Partnerships like this remind us that success isn't just about the final outcome—it's about the ingredients we mix in along the way: consistency, mentorship, opportunity, and heart."*

– Tanya Watkins, Senior Director Institutional Partnerships

**SUPPORTING JUNIOR ACHIEVEMENT**

In support of Junior Achievement's (JA) work to foster the entrepreneurial spirit of young leaders, Papa Johns helped immerse future-ready students in experiences that brought the business world to life through hands-on learning. In Louisville, every weekday between September and May, 50 fifth-grade students visited JA Kentuckiana's BizTown, a simulated town housing mock businesses—including a mock Papa Johns restaurant—where students took over operations and learned management skills by playing the roles of executive leaders. Papa Johns also supported Junior Achievement of Georgia, expanding access to real-world career exploration experiences for even more young people across the region.

In addition, Papa Johns supported Junior Achievement across the country through the Building Community Fund, where over seven Junior Achievement organizations were awarded a total of more than \$25,000 in grants supporting youth leadership and development. (See more on page 12 about the Building Community Fund).

## FOOD INSECURITY

### 10 MILLION MEALS BY 2027

We continue to advance our goal to donate 10 million meals to those in need by 2027, with more than 8.4 million meals donated to date. This goal is supported by five strategic initiatives:

- The Papa Johns Harvest Program, a partnership with Food Donation Connection, which coordinates surplus food donations from Papa Johns restaurants.
- Grants to national and local nonprofit organizations addressing hunger and food insecurity
- The Papa Johns Foundation’s Building Community Fund, which supports local nonprofit organizations in franchisee communities
- Volunteer engagement including meal packing and food drives
- In-kind pizza donations



In 2025, through nearly full participation across our corporate restaurants and the test kitchen in our Atlanta RSC, we donated more than 293,000 meals. Since 2010, the program has prevented over 1.9 million pounds of food from ending up in landfills and instead helped provide 4.5 million meals to people facing food insecurity.

### HUNGER ACTION MONTH

During Hunger Action Month in September, team members and franchisees got involved through educational events, fundraising and volunteer opportunities. Our RSCs across the globe hosted various volunteer activities, giving our team members an opportunity to advance our goal of 10 million meals by 2027.



### BUILDING COMMUNITY FUND

In 2021, the Papa Johns Foundation launched the Building Community Fund, which empowers our restaurant team members and U.S. franchise partners to support the communities they serve by applying for grants on behalf of local organizations addressing one or both of the Foundation’s focus areas—youth leadership and entrepreneurship and food insecurity. This year, the Building Community Fund provided a total of \$1 million to more than 320 organizations across the U.S. The Papa Johns Foundation has invested more than \$6.5 million in local franchise communities since launching the Building Community Fund in 2021.

### BUILDING COMMUNITY FUND PARTNER SPOTLIGHTS

#### Second Harvest Food Bank of Central Florida

Nominated by Papa Johns franchisee partner, Bam Bam Orlando, Second Harvest Food Bank of Central Florida received \$3,250 to support its work addressing childhood hunger across the region. With a shared commitment to food security and food access, Papa Johns is proud to recognize Second Harvest as a 2025 Building Community Fund grant recipient. The grant will support the organization’s School Partnerships Program, which provides students, from kindergarten through college, consistent access to fresh, nutritious food through on-campus School Markets.

*“For the fifth year, Bam Bam Orlando is proud to support Second Harvest Food Bank through the Building Community Fund, contributing more than \$38,000 in grants in total, equal to more than 114,000 meals. Together, we’re fighting childhood hunger and ensuring students across Central Florida have consistent access to the nutritious food they need to thrive.”*

– Jackie Gonzales-Cuba, Director of Local Store Relationships - Warm Management, LLC

In addition to receiving a 2025 Building Community Fund grant, Second Harvest Food Bank of Central Florida partnered with franchisees and Papa Johns team members during the Papa Johns Franchisee Conference to pack more than 1,000 meal kits, providing 4,500 meals to families across Central Florida.

#### Junior Achievement of Oklahoma

Nominated by Papa Johns franchise partner, Ozark Pizza, Junior Achievement of Oklahoma received \$3,500 to support their JA Inspire Career Exploration Fair, a signature program that prepares students for future success through hands-on career exploration. With a shared commitment to youth leadership, Papa Johns is proud to support Junior Achievement as a 2025 Building Community Fund grant recipient.

*“Ozark Pizza is thrilled to continue our support of Junior Achievement of Oklahoma through the Building Community Fund. Our long-term partnership underscores our shared commitment to fostering youth leadership in the community and providing young people with opportunities for career exploration.”*

– Melissa Wiley, Director of Marketing - Ozark Pizza Company

## DIVERTING FOOD WASTE THROUGH OUR HARVEST PROGRAM

To minimize food waste, we use forecasting tools and an inventory management system to accurately source ingredients and have a donation program in place for incorrect or uncollected orders.

Through our Harvest Program in the U.S., in partnership with Food Donation Connection, surplus meals are donated to over 280

community organizations. In the UK, a partnership with FareShare diverts surplus food from our restaurants among the more than 8,000 local charities FareShare serves.



## TEAM MEMBER GRANTS

In addition to supporting the focus areas of the Papa Johns Foundation, Papa Johns is also committed to supporting the causes that matter most to our team members. In 2025, for the third year, our Team Member Grant Giving Program provided team members with the opportunity to nominate a nonprofit organization to receive a grant of up to \$2,000. This program supported causes ranging from STEM education to local community gardens through grants totaling just under \$20,000 in 2025.

### TEAM MEMBER GRANT SPOTLIGHT

#### Girl Scouts North Carolina Coastal Pines

Nominated by Distribution Manager from the Quality Control Center in North Carolina, Jennifer Stewart, Girl Scouts North Carolina Coastal Pines received support to advance their mission of building girls of courage, confidence and character. Serving communities across central and eastern North Carolina, the organization delivers programs in STEM, entrepreneurship, life skills and the outdoors. The \$2,000 grant will help expand these research-based experiences, equipping girls with critical thinking, collaboration and civic engagement skills while fostering belonging and leadership.



“ Supporting the Girl Scouts in my community matters because they empower girls with leadership skills, civic engagement opportunities, and meaningful connections to the outdoors. It’s a safe, supportive space where every girl can learn, grow, and thrive.”

– Jennifer Stewart, Distribution Manager

## SUPPORTING COMMUNITIES IN THE UNITED KINGDOM

In the United Kingdom, Papa Johns proudly partnered with Crisis, the national charity dedicated to ending homelessness. Through this campaign, each purchase generated a contribution to Crisis between \$0.67 - \$1.34. Thanks to the generosity of customers and additional donations made through Pennies, our checkout donation partner, the initiative raised over \$105,000 to help people experiencing homelessness access vital services, housing support and long-term pathways toward stability.

This effort builds on a decade of meaningful impact across the UK, where Papa Johns customers have donated more than 2.4 million times through Pennies. In total, their contributions of more than \$861,000 have supported 16 charities, reinforcing the power of everyday generosity to drive real, measurable change.



# PIZZA

## ENSURING FOOD QUALITY & SAFETY

The Papa Johns Global Food Safety Program covers our entire supply chain—from our suppliers and QCCs to Papa Johns restaurants. Designated Papa Johns food service and restaurant team members receive food safety training that includes safe ingredient handling, team member health and hygiene and cross-contamination avoidance. We engage with industry groups, such as the National Restaurant Association, to ensure that we have access to best-in-class resources, address common food safety issues and find shared solutions to supply chain challenges.

A strong Food Safety & Quality Assurance (FSQA) team ensures customer safety as well as the quality of our ingredients. Papa Johns ensures global suppliers meet our Food Safety standards and requirements. In the U.S., select suppliers conduct an additional annual quality systems audit and provide feedback through our supplier scorecard. In the UK, we work closely with our Primary Enforcement Authority to ensure that our food safety systems and legal declarations are compliant with legislation.

### BRINGING TO LIFE OUR PROMISE OF BETTER INGREDIENTS. BETTER PIZZA.®

Papa Johns is dedicated to bringing better to our customers through high-quality pizza with authentic, simple ingredients. Our original dough is always fresh, never frozen and made with six simple ingredients: flour, water, sugar, oil, salt and yeast. Over the years, we have worked with suppliers to reduce the number of artificial flavors, synthetic colors, preservatives such as BHA and BHT, flavor enhancer MSG, partially hydrogenated oils and high-fructose corn syrup from our pizza.

Supplier partnerships enhance innovation at Papa Johns and give us access to new markets, while making a positive socioeconomic impact on our small, veteran, local and diverse-owned businesses and their communities.

## ANIMAL WELFARE

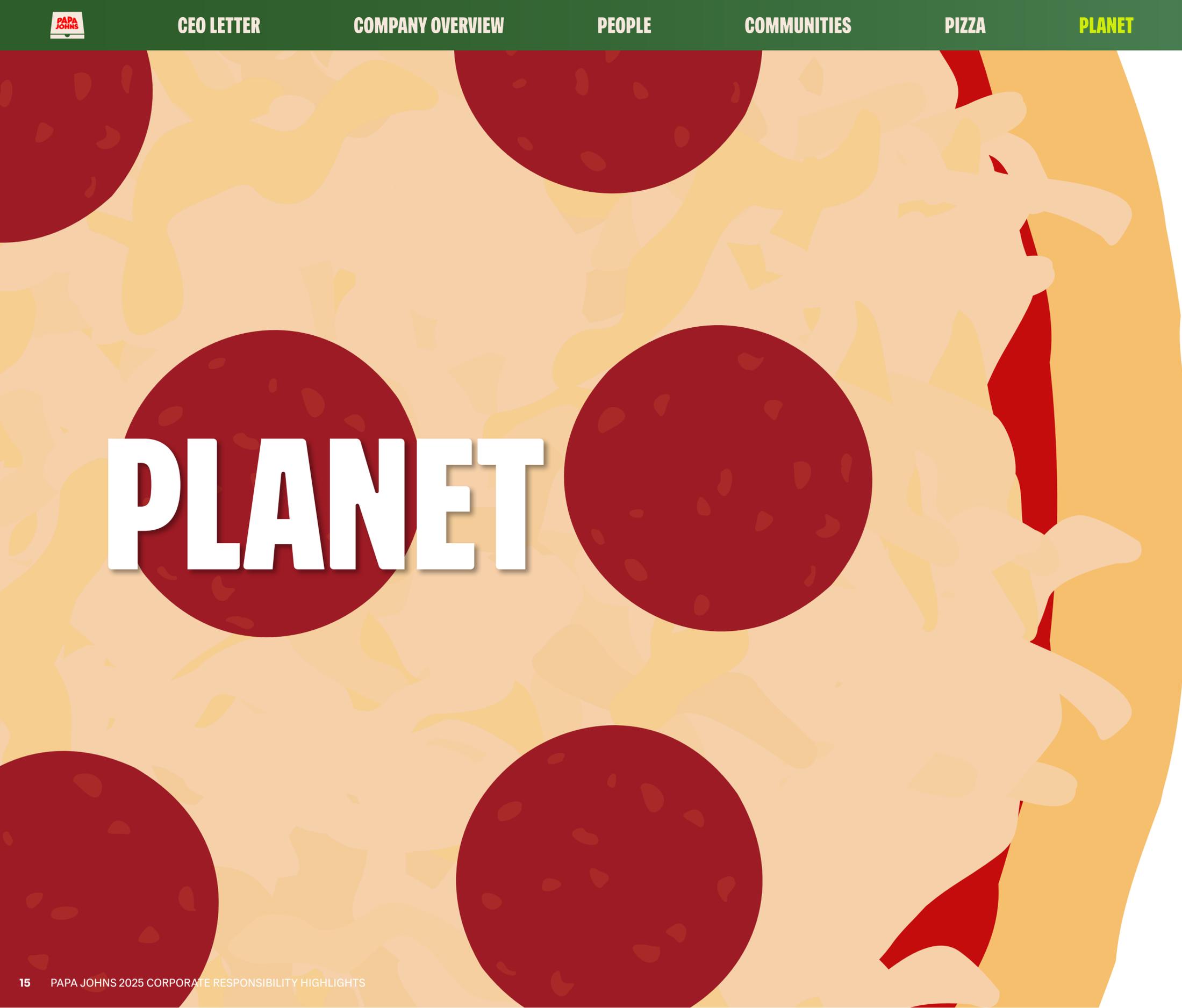
Animal welfare is a critical part of our responsible sourcing strategy. We share a commitment with our suppliers to the fair treatment of animals and expect them to adhere to the highest commercial standards for animal welfare. Our [Animal Welfare Policy](#) outlines our approach and commitments and can be found on our corporate website.

We are committed to engaging with stakeholders about our progress and challenges as we continue to evolve our animal welfare policy. We work with strategic partners to advance our animal welfare practices, including the International Poultry Welfare Alliance (IPWA), U.S. Roundtable for Sustainable Poultry & Eggs (US-RSPE) and National Restaurant Association, among others.

### OUR COMMITMENT TO CAGE-FREE EGGS

We are committed to sourcing 100% of our eggs and egg ingredients for Papa Johns proprietary menu items from cage-free suppliers by 2030. Since 2023, 100% of eggs purchased in North America are from cage-free sources, while in the UK market, we have exclusively used cage-free eggs since 2018. Our use of cage-free eggs across these two markets represents approximately 95% of egg ingredients globally.



A stylized illustration of a pizza with several hands reaching up to touch the top. The pizza is divided into sections, with some sections being dark red (representing pepperoni) and others being light yellow (representing cheese). The hands are light skin-toned and are positioned around the pizza, with some fingers pointing towards the center. The word "PLANET" is written in large, white, bold, sans-serif capital letters across the middle of the pizza.

# PLANET

Papa Johns is committed to addressing the environmental issues most important to our business and stakeholders.

Our environmental approach focuses on sustainable packaging and materials management, sustainable agriculture, food waste and greenhouse gas emissions, as outlined in our **ENVIRONMENTAL & CLIMATE CHANGE STATEMENT**.

## ADDRESSING OUR CLIMATE IMPACT

We recognize that climate change is a significant global challenge and we are preparing for the opportunities and risks a changing climate will have on the planet and society. Papa John's currently conducts an annual assessment of our full greenhouse gas (GHG) emissions inventory. Scope 1 and 2 emissions reflect 2025 data, while our Scope 3 emissions represent data from 2024.

Papa John's first published our 2022 Scope 3 emissions in 2024. Of the 15 Scope 3 upstream and downstream categories included in the Greenhouse Gas Protocol, we evaluate the 10 categories most relevant for Papa John's value chain.

In 2025, enhanced data quality and more precise operational insights led to higher reported Scope 1 emissions, reflecting our commitment to transparency, accuracy, and strengthened environmental reporting. The moderate increase was driven by more comprehensive logistics data and refrigerant emission calculation based on actual inventory as opposed to industry averages.

We continue to refine tracking and collection methods to improve the availability and quality of this data, which will enable us to prioritize focus areas to address our impact.

## ENERGY EFFICIENCY

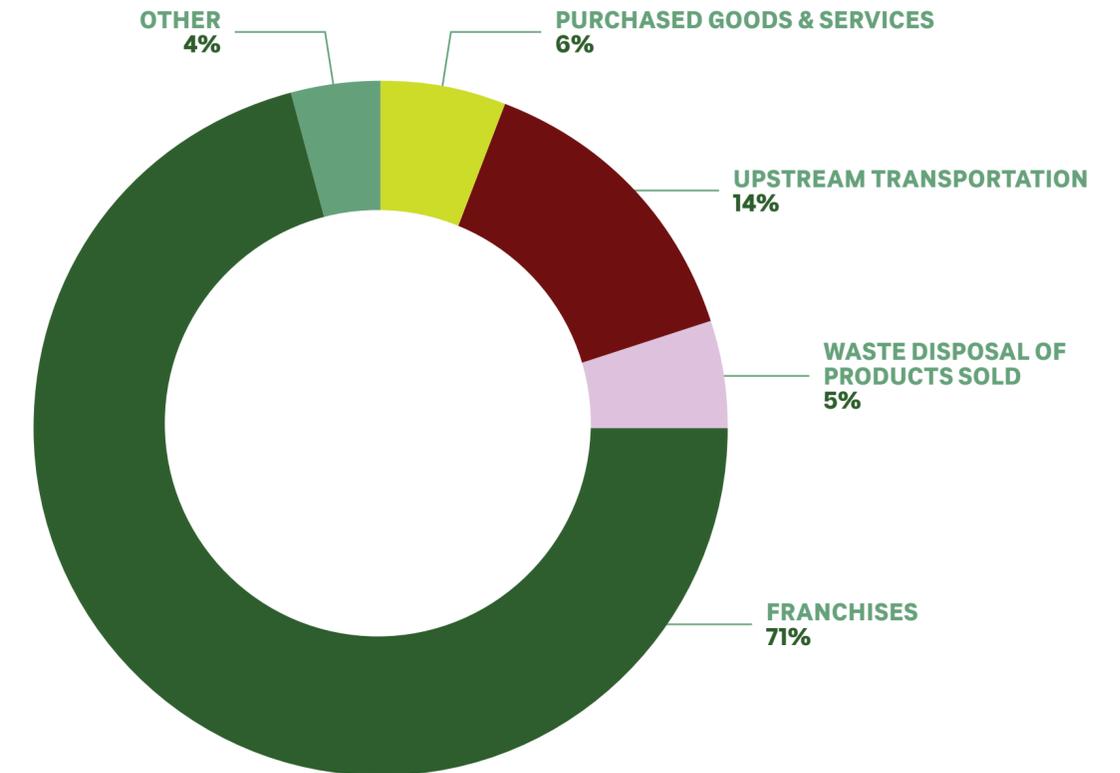
Efforts to mitigate our environmental footprint are focused on improving efficiencies and reducing energy use across our operations. Our prototype restaurant layout includes close proximity hoods which more efficiently capture the emissions from the oven with a lower air flow than a canopy hood by sitting closer to the oven entrance and exit. This results in less conditioned air needing to be added back into the building from outside to make up for the exhaust. This has the added benefit of eliminating the need for an additional make-up air unit (MAU) on the roof supporting the overall HVAC resulting in an overall reduction in electricity consumption. All corporate-owned restaurants and the majority of franchise restaurants opened in 2025 included a close proximity hood.

## GREENHOUSE GAS EMISSIONS

GHG SCOPE (METRIC TONS CO <sub>2</sub> e)	2025	2024 <sup>1</sup>	2023
<b>SCOPE 1 (natural gas, propane, fleet gasoline and diesel, refrigerants)</b>	<b>63,178</b>	<b>51,770</b>	<b>52,106</b>
<b>SCOPE 2</b>	<b>34,396</b>	<b>35,808</b>	<b>35,731</b>
Electricity (location-based)	31,841	34,390	35,731
Electricity (market-based)	34,396	35,808	
<b>TOTAL SCOPE 1 &amp; 2</b>	<b>97,574</b>	<b>87,578</b>	<b>87,837</b>

## PAPA JOHN'S 2024 SCOPE 3 GHG EMISSIONS

CATEGORY	EMISSIONS (MT CO <sub>2</sub> e)
Category 1: Purchased Goods & Services <sup>2,3</sup>	154,246
Category 4: Upstream Transportation	362,948
Category 12: Waste Disposal of Products Sold	120,173
Category 14: Franchises <sup>2,3</sup>	1,853,159
Other (Categories 2, 3, 5, 6, 7 & ) <sup>4</sup>	101,306
<b>TOTAL</b>	<b>2,591,834</b>



1: 2024 values reflect an end of year true up of any Q4 data that was estimated for the publishing of the 2024 Corporate Responsibility Report.  
 2: Emissions from Land Use Change are reflected in Purchased Good & Services and Franchises and represent 9% of total Scope 3 emissions.  
 3: Purchased Goods & Services emissions associated with franchises are included in Category 14.  
 4: Includes: Capital Goods, Fuel & Energy Related Activities, Waste Generated in Operations, Business Travel, Employee Commuting, Downstream Transportation

## OPTIMIZING OUR FLEET

We also aim to optimize our transportation and logistics operations, which improves energy efficiency and reduces fuel consumption and associated emissions. Papa Johns is leveraging advanced technology to optimize transportation and delivery operations through its partnership with Google Cloud. By integrating artificial intelligence and machine learning into its systems, we are enhancing route planning and delivery efficiency. This commitment to smarter logistics reflects our broader goal of combining operational excellence with sustainability, including:



- Use of routing technology to ensure the most efficient routes for the twice-weekly deliveries to our restaurants and reduce driving time and the number of trucks on the road.
- Continuation of our Shore Power program, which provides an approximate 25% reduction in diesel fuel consumption each year by using electric power to refrigerate delivery trucks during loading—a process that can take up to five hours.

## ADDRESSING DEFORESTATION

Papa Johns recognizes the risk of deforestation to the climate and biodiversity and we are committed to managing the deforestation impacts within our corporate supply chain.

In partnership with a third-party consultant, we conducted a deforestation risk assessment across our supply chain. Certain ingredients and raw materials used in the products we serve are known to contribute to deforestation risks in some geographies.

**PAPER:** Since 2015, Papa Johns has eliminated deforestation risk from sourcing of our pizza boxes, which represent more than 80% of our paper purchases, through certification by the Sustainable Forestry Initiative, Forest Stewardship Council and the Programme for the Endorsement of Forest Certification.

**SOY AND PALM:** We have eliminated the use of palm oil as an ingredient in most of our menu items in North America. In the few products where it is used, we source only certified sustainable palm oil.

**CHEESE AND MEAT:** Papa Johns North America sources all meat (pork, beef, chicken) and cheese from animals reared in the U.S. and Canada, which reduces deforestation risk from land conversion for livestock rearing.

## SUSTAINABILITY IN OUR UK OPERATIONS

In the UK, we've streamlined our supply chain by reducing deliveries from twice a week to three times a fortnight – filling vehicles better and cutting mileage along the way. And when it comes to waste, we're pushing boundaries: our corporate restaurants are now zero-to-landfill. By introducing compactors, we've slashed cardboard collections from weekly to just once every four to five weeks. It's simple, smart and it means less waste and more progress.

## PACKAGING

Our packaging plays a critical role in delivering pizza safely and we know it comes with environmental impacts. That's why we're taking practical steps to improve—starting with prioritizing sustainable materials and responsible management.

Since 2015, our pizza boxes have been made with 100% fiber-based materials certified by the Sustainable Forestry Initiative and the Programme for the Endorsement of Forest Certification. We continue to explore opportunities to improve the sustainability features of our packaging. For example, our UK operations packaging team is conducting trials to test the effectiveness of removing the plastic supports inside our pizza boxes, which could potentially reduce the use of plastic in our packaging significantly.

In all of our QCCs, we use reusable dough trays to transport our pizza dough to our restaurants and recycle the trays at the end of their useful life.

### INNOVATIONS IN PACKAGING

In 2025, we began transitioning from traditional canned tomato sauce to lightweight pouches. This change reflects our commitment to sustainability and operational efficiency. While we continue to work through existing inventory, the move to pouches is expected to deliver multiple benefits:

- Reduced material weight: Pouches are lighter than cans, which means less packaging material per unit.
- Natural resources saved: The transition from cans to pouches supported nearly 3,000 tons of earth extracted materials saved and over 55 million liters of water saved.
- Improved storage efficiency: Pouches require less space, aiding in the optimization of warehousing and transportation logistics.

# GOVERNANCE

## TRANSPARENCY & ACCOUNTABILITY

At Papa Johns, we believe that adherence to high ethical standards is critical for long-term performance and maintaining stakeholder trust. Our corporate governance guidelines, adopted by our Board of Directors (the Board), serve as a framework for the governance of the company. The Board sets high standards for the company's team members, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the duty of the Board to serve as a prudent fiduciary for shareholders and to oversee the management of the company's business. To fulfill its responsibilities and to discharge its duty, the Board follows the procedures and standards that are set forth in these guidelines, which are subject to modification from time to time as the Board deems appropriate in the best interests of the company or as required by applicable laws and regulations.

## COMPLIANCE & BUSINESS ETHICS

Our leaders are responsible for fostering a culture in which compliance with policies, procedures, laws and regulations is considered a critical business activity.

Team members are encouraged to report concerns or potential violations of the Code or other policies through the Papa Johns Ethics Helpline and website, which is operated by a third-party provider. A team member or person reporting issues may do so anonymously. We maintain a strict Non-Retaliation Policy and are committed to investigating all potential violations fairly and reasonably. The Corporate Governance & Nominating Committee of the Board oversees the company's compliance with this program, while the Audit Committee oversees any concerns involving financial misconduct. Both Committees receive regular updates regarding any reported issues and the resolution by the company.

## RISK MANAGEMENT

We have designed an enterprise-wide risk management (ERM) framework to help identify and manage all known significant risks, including non-financial ones. Our Chief Administrative Officer is responsible for oversight of our ERM program with the assistance of a core support team. An internal cross-functional ERM Committee meets and reports quarterly to the Audit Committee of the Board. In addition, the company's Internal Audit team conducts annual fraud and enterprise risk surveys. Results are shared with the ERM Committee, Executive Leadership and the Audit Committee of the Board.

In 2025, our risk management efforts focused on continuous improvement of existing processes, particularly with emerging risks within data governance, international exposures and operational resilience.

## INFORMATION SECURITY & DATA PRIVACY

To support our data protection efforts, we have created robust information security and data privacy programs, governed by our Global Information Security & Data Privacy policies and procedures.

Our Chief Digital & Technology Officer and Vice President of Information Security & Compliance are responsible for the information security program and general data governance. The Papa John's Information Security team provides bi-monthly updates to the Cyber Oversight Committee, quarterly updates on information security issues to the Board's Audit Committee and conducts an annual review with the full Board each October. Our cross-functional data privacy and operations team, consisting of legal and data & analytics team members, focuses on key issues, including data protection, governance standardization and improving internal documentation.

We conduct annual internal and third-party risk assessments to evaluate the effectiveness of our security controls, identify

any new threats or vulnerabilities and ensure we have appropriate controls in place to mitigate risks. All corporate team members must complete several annual cybersecurity and data protection awareness training courses and receive ongoing security awareness communications related to specific risks as the threat landscape changes.

Our Chief Administrative Officer is responsible for our data privacy program, with assistance from our data privacy team.

The Papa John's privacy team manages our privacy disclosures, advises cross-functional teams on data privacy matters and implements policies, procedures and processes to comply with applicable data privacy regulations.

To provide additional governance for the secure and responsible use of artificial intelligence across the company we have created an AI Oversight Committee. The Committee reviews proposed AI use cases through a structured intake and approval process, with specific focus on information security, data privacy, legal compliance, and alignment to company policy. AI initiatives are subject to defined stage gates, risk assessments, and ongoing oversight to ensure appropriate controls, human accountability, and compliance with Papa John's Global Information Security and Data Privacy standards.

## FORWARD-LOOKING STATEMENT

Certain matters discussed in this report that are not historical facts are "forward-looking statements" that involve risks and uncertainties. For a discussion of such risks and uncertainties, which could cause actual results to differ from those contained in the forward-looking statements, see "Part I. Item 1A.—Risk Factors" of the Annual Report on Form 10-K for the fiscal year ended December 28, 2025, as well as subsequent filings. We undertake no obligation to update publicly any forward-looking statements, whether as a result of future events, new information or otherwise.



## BOARD OF DIRECTORS

