

**PAPA[®]
JOHNS**

**2025 CORPORATE RESPONSIBILITY
REPORTING FRAMEWORKS**

DISCLOSURES

The Global Reporting Initiative (GRI) and IFRS Foundation are independent organizations that have worked with investors and other stakeholder groups to establish consistent and efficient standards for environmental, social, and governance (ESG) reporting. IFRS is the parent organization that oversees the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD) frameworks.

The data in the following disclosures reference the 2021 GRI Standards, SASB FB.4 Restaurant Standards and TCFD guidance.

Papa Johns is using these frameworks to share our progress with stakeholders in a standardized and transparent way.

In instances where we have not used the GRI/SASB metrics to report on a particular topic, we provide relevant data from our operations and link to the report landing page, providing the page number for the corresponding issue.

Papa Johns is dedicated to continuous improvement and is working to enhance data collection and coordination across our company. We will continue to look for new ways to strengthen our reporting processes and disclosures.

SASB INDEX

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

TOPIC	CODE	METRIC	UNIT OF MEASURE	RESPONSE
ENERGY MANAGEMENT	FB-RN-130A.1	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	Gigajoules (GJ) Percentage (%)	(1) 1,080,310 GJ (2) 55% (3) 0%
WATER MANAGEMENT	FB-RN-140A.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m³), Percentage (%)	Due to limitations with data collection, 2025 water consumption data is unavailable. We are working toward including this data in our future reporting.
FOOD & PACKAGING WASTE MANAGEMENT	FB-RN-150A.1	(1) Total amount of waste, (2) percentage food waste, and (3) percentage diverted	Metric tons (t), Percentage (%)	(1) 2025 Corporate Responsibility Highlights, Packaging pg. 17 (2) 2025 Corporate Responsibility Reporting Frameworks GRI 306-4 (3) Due to limitations with data collection, 2025 waste diversion data is unavailable. We are working toward including this data in our future reporting.
	FB-RN-150A.2	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Metric tons (t), Percentage (%)	2025 Corporate Responsibility Reporting Frameworks GRI 301-1
FOOD SAFETY	FB-RN-250A.1	(1) Percentage of restaurants inspected by a food safety oversight body, (2) percentage receiving critical violations	Percentage (%)	2025 Corporate Responsibility Highlights, Food Safety pg. 14
	FB-RN-250A.2	(1) Number of recalls issued and (2) total amount of food product recalled	Number, Metric tons (t)	(1) 0 (2) 0 metric tons
	FB-RN-250A.3	Number of confirmed foodborne illness outbreaks, percentage resulting in U.S. Centers for Disease Control and Prevention (CDC) investigation	Number, Percentage (%)	In 2025, the company had no confirmed material foodborne illness outbreaks.

SASB INDEX

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

TOPIC	CODE	METRIC	UNIT OF MEASURE	RESPONSE
NUTRITIONAL CONTENT	FB-RN-260A.1	(1) Percentage of meal options consistent with national dietary guidelines and (2) revenue from these options	Percentage (%)	Papa Johns publishes an online nutrition calculator Papa Johns Nutritional Info
	FB-RN-260A.2	(1) Percentage of children’s meal options consistent with national dietary guidelines for children and (2) revenue from these options	Percentage (%)	Papa Johns runs a school lunch program that meets the National School Lunch Program (NSLP) food-based National School Lunch Program requirements to provide NSLP approved school lunches. School districts across the country use our school pizza delivery to serve Papa Johns as part of their school lunches. The school lunch program is targeted to school district administrators and not directly to children. Papa Johns School Lunch Program
	FB-RN-260A.3	Percentage of advertising impressions (1) made on children, (2) made on children promoting products that meet national dietary guidelines for children	Percentage (%)	We do not target our advertising towards children
LABOR PRACTICES	FB-RN-310A.1	(1) Voluntary and (2) involuntary turnover rate for restaurant employees	Rate	We seek to recruit, develop and retain high-talent team members, and work to provide the skills and career development they need to build meaningful careers and the tools they need to support their total wellness. 2025 Corporate Responsibility Highlights, Recruiting Talent pg. 7
	FB-RN-310A.2	(1) Average hourly wage, by region and (2) percentage of restaurant employees earning minimum wage, by region	Reporting currency, Percentage (%)	2025 10-K, Human Capital pg. 6
	FB-RN-310A.3	Total amount of monetary losses as a result of legal proceedings associated with (1) labor law violations and (2) employment discrimination	Reporting currency	2025 10-K, Legal Proceedings pg. 28

SASB INDEX

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

TOPIC	CODE	METRIC	UNIT OF MEASURE	RESPONSE
SUPPLY CHAIN MANAGEMENT & FOOD SOURCING	FB-RN-430A.1	Percentage of food purchased that (1) meets environmental and social sourcing standards and (2) is certified to third-party environmental and/or social standards	Percentage (%) by cost	(1) 2025 Corporate Responsibility Highlights, Animal Welfare pg. 14 (2) 2025 Corporate Responsibility Highlights, Animal Welfare pg. 14
	FB-RN-430A.2	Percentage of (1) eggs that originated from a cage-free environment and (2) pork that was produced without the use of gestation crates	Percentage (%) by number, Percentage (%) by weight	(1) 2025 Corporate Responsibility Highlights, Animal Welfare pg. 14 (2) 2025 Corporate Responsibility Highlights, Animal Welfare pg. 14
	FB-RN-430A.3	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	n/a	Our commitment to human rights is demonstrated in our Code of Ethics and Business Conduct . Our efforts extend to our supply chain, where we hold the same expectations of ethical, legal and socially responsible business practices for our suppliers globally and require that they maintain all industry-specific standards and regulations. We incorporate into our standard supply agreements specific prohibitions against suppliers' use of forced labor or facilitation of slavery and human trafficking, requirements for compliance with all labor laws and regulations and clauses for equal opportunity employment. Our agreements include certification, verification and audit procedures. We also offer training to company representatives to support those efforts. 2025 Corporate Responsibility Highlights, Our Value Chain pg. 5 2025 Corporate Responsibility Highlights, Animal Welfare pg. 14

SASB INDEX

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

TOPIC	CODE	METRIC	UNIT OF MEASURE	RESPONSE
ACTIVITY METRICS	FB-RN-000.A	Number of (1) company-owned and (2) franchise restaurants	Number	2025 Corporate Responsibility Highlights, Company Overview pg. 5
	FB-RN-000.A	Number of employees at (1) company-owned and (2) franchise locations	Number	(1) 2025 Corporate Responsibility Highlights, Company Overview pg. 5 (2) We do not track this information for our franchise locations as they operate as independent businesses

GRI INDEX – STATEMENT OF USE

Papa John's has reported the information cited in this GRI content index for the period for the fiscal year ending December 28, 2025 with reference to the GRI Standards.

GRI 1 Used

GRI 1: Foundation 2021

GRI STANDARD	#	TITLE	LOCATION			
GRI 2: GENERAL DISCLOSURES 2021	2-1	Organizational details	2025 10-K, Business pg.3			
			COMPANY OVERVIEW	2025	2024	2023
			Total Global Operations	6,083	6,030	5,908
			Corporate-owned restaurants	475	552	649
			Franchise restaurants	5,608	5,478	5,259
			Corporate-owned Quality Control Centers	13	13	13
			Total North America Operations	3,523	3,514	3,433
			Corporate-owned restaurants	462	539	531
			Franchise restaurants	3,061	2,975	2,902
			Corporate-owned Quality Control Centers	12	12	12
			Total International Operations	2,560	2,516	2,475
			Corporate-owned restaurants	13	13	118
			Franchise restaurants	2,547	2,503	2,357
			Corporate-owned Quality Control Center	1	1	1
			Total Revenue	\$2.1B	\$2.1B	\$2.1B
			Number of Countries and Territories with Papa John's Restaurants	50	51	50

GRI INDEX – STATEMENT OF USE

Papa Johns has reported the information cited in this GRI content index for the period for the fiscal year ending December 28, 2025 with reference to the GRI Standards.

GRI STANDARD	#	TITLE	LOCATION																								
GRI 2: GENERAL DISCLOSURES 2021	2-2	Entities included in the organization’s sustainability reporting	2025 Corporate Responsibility Highlights, About This Report pg. 3 2026 Proxy, Corporate Governance and Nominating Committee pg. 20																								
	2-3	Reporting period, frequency and contact point	Our Corporate Responsibility Highlights, GRI and SASB reports are published annually. We value feedback from our stakeholders and welcome you to send comments or questions to corporate_responsibility@papajohns.com . 2025 Corporate Responsibility Highlights, About This Report pg. 3 2026 Proxy, Corporate Governance and Nominating Committee pg. 20																								
	2-4	Restatements of information	Not applicable																								
	2-5	External assurance	Our quantitative data and reporting process for the 2025 workplace demographic data sets went through an internal review and assurance process led by our Internal Audit team.																								
	2-6	Activities, value chain and other business relationships	2025 10-K, General pg. 3 2025 Corporate Responsibility Highlights, Food Safety pg. 14 2025 10-K, Noncontrolling Interests pg. 68																								
	2-7	Employees	2025 10-K, Human Capital pg. 6 2025 Corporate Responsibility Highlights, Our Team Members pg. 9																								
				<table border="1"> <thead> <tr> <th></th> <th>2025</th> <th>2024</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Total U.S. Corporate Team Members</td> <td>9,100</td> <td>11,400</td> <td>12,000</td> </tr> <tr> <td>Restaurant team members</td> <td>6,900</td> <td>8,800</td> <td>9,400</td> </tr> <tr> <td>Restaurant management team members</td> <td>500</td> <td>700</td> <td>700</td> </tr> <tr> <td>Corporate team members</td> <td>600</td> <td>700</td> <td>700</td> </tr> <tr> <td>Quality Control Center team members</td> <td>1,100</td> <td>1,200</td> <td>1,200</td> </tr> </tbody> </table>		2025	2024	2023	Total U.S. Corporate Team Members	9,100	11,400	12,000	Restaurant team members	6,900	8,800	9,400	Restaurant management team members	500	700	700	Corporate team members	600	700	700	Quality Control Center team members	1,100	1,200
	2025	2024	2023																								
Total U.S. Corporate Team Members	9,100	11,400	12,000																								
Restaurant team members	6,900	8,800	9,400																								
Restaurant management team members	500	700	700																								
Corporate team members	600	700	700																								
Quality Control Center team members	1,100	1,200	1,200																								

GRI INDEX – STATEMENT OF USE

Papa Johns has reported the information cited in this GRI content index for the period for the fiscal year ending December 28, 2025 with reference to the GRI Standards.

GRI STANDARD	#	TITLE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-8	Workers who are not employees	We do not track this information for our franchise locations as they operate as independent businesses.
	2-9	Governance structure and composition	2026 Proxy, Board Leadership Structure and Risk Management pg. 15 2026 Proxy, Nominations for Directors pg. 23 2025 Corporate Responsibility Disclosure Frameworks, GRI 2-7
	2-10	Nomination and selection of the highest governance body	2026 Proxy, Nominations for Directors pg. 23
	2-11	Chair of the highest governance body	2026 Proxy, Independent Chair of the Board pg. 4
	2-12	Role of the highest governance body in overseeing the management of impacts	The Corporate Governance and Nominating Committee has oversight of the company's corporate responsibility (CR) strategy and performance. The Board receives semi-annual updates on the company's CR strategy, priorities and accomplishments. 2026 Proxy, Corporate Governance and Nominating Committee pg. 20 Corporate Governance and Nominating Committee Charter Corporate Governance Guidelines
	2-13	Delegation of responsibility for managing impacts	2025 Corporate Responsibility Highlights, Governance pg. 18
	2-14	Role of the highest governance body in sustainability reporting	2026 Proxy, Corporate Governance and Nominating Committee pg. 20 Corporate Governance and Nominating Committee Charter
	2-15	Conflicts of interest	2026 Proxy, Board Leadership Structure and Risk Management pg. 15 Corporate Governance Guidelines
	2-16	Communication of critical concerns	Code of Ethics and Business Conduct, Reporting and Violations pgs. 14-15 2026 Proxy, Communications with the Board pg. 22 Reporting Procedures
	2-17	Collective knowledge of the highest governance body	2025 Corporate Responsibility Highlights, Governance pg. 18
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Guidelines	

GRI INDEX – STATEMENT OF USE

Papa Johns has reported the information cited in this GRI content index for the period for the fiscal year ending December 28, 2025 with reference to the GRI Standards.

GRI STANDARD	#	TITLE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-19	Remuneration policies	In 2022, we were one of the first companies in our industry to link CR priorities to compensation. We integrated a metric into our Management Incentive Program, where a percentage of eligible team members' and executives' annual bonuses is tied to achieving CR priorities. This metric was included again in our 2025 Management Incentive Program. 2026 Proxy, Executive Compensation—Compensation Discussion and Analysis pgs. 28 - 56 Compensation Committee Charter
	2-20	Process to determine remuneration	2026 Proxy, Our Executive Compensation Process pgs. 29 - 30 Compensation Committee Charter
	2-21	Annual total compensation ratio	2026 Proxy, CEO Pay Ratio pg. 54
	2-22	Statement on sustainable development strategy	2025 Corporate Responsibility Highlights, Letter from Our President & CEO pg. 4 2025 Corporate Responsibility Highlights, Transparency & Accountability pg. 18 2026 Proxy, Corporate Governance and Nominating Committee pg. 20
	2-23	Policy commitments	Papa John's People Policies Code of Ethics and Business Conduct
	2-24	Embedding policy commitments	Papa John's People Policies Code of Ethics and Business Conduct
	2-25	Processes to remediate negative impacts	Code of Ethics and Business Conduct, Investigating and Addressing Possible Misconduct pg 15 Reporting Procedures
	2-26	Mechanisms for seeking advice and raising concerns	Code of Ethics and Business Conduct Reporting Procedures
	2-27	Compliance with laws and regulations	2025 10-K, Litigation, Commitments and Contingencies pg. 90
	2-28	Membership associations	2025 Corporate Responsibility Highlights, Strategic Partnerships & Membership Organizations pg. 6

GRI INDEX – STATEMENT OF USE

Papa Johns has reported the information cited in this GRI content index for the period for the fiscal year ending December 28, 2025 with reference to the GRI Standards.

GRI STANDARD	#	TITLE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-29	Approach to stakeholder engagement	<p>We remain steadfast in our mission to help deliver a better future for all of our stakeholders. As part of our materiality process, we engage with stakeholders on an ongoing basis to gather input on important issues impacting our business and society:</p> <p>Team members: Town Hall meetings, SLICE intranet portal, Inclusion resource groups, Pizza Pulse team member engagement Surveys, Safety committee, Papa Johns Ethics Helpline and website, Viva Engage, enterprise social network</p> <p>Franchise owners: Quarterly Franchise Advisory Council Meetings, SLICE intranet portal, Papa Johns Ethics Helpline and website</p> <p>Customers: Advertising and social media, Restaurant marketing, website, Papa Rewards® and Loyalty Member communications, customer focus groups, Papa Johns team members</p> <p>Suppliers: quarterly supplier meetings, quality assurance audits, support for small, veteran, local and diverse-owned businesses</p> <p>Investors: investor conferences, shareholder meetings</p> <p>Communities: Papa Johns team members/volunteers, community partnerships, Papa Johns Ethics Helpline and website, Papa Johns Foundation</p> <p>2026 Proxy, Stockholder Engagement in 2025 pg. 16</p>
	3-1	Process to determine material topics	<p>We conduct periodic materiality assessments to help us identify and evaluate the environmental, social and governance issues that are the most important to our business and stakeholders. In 2024 we began updating our materiality assessment, first conducted in 2020. Stakeholder feedback from the assessment has been incorporated in our CR strategy and 2025 Report.</p>

GRI INDEX – STATEMENT OF USE

Papa Johns has reported the information cited in this GRI content index for the period for the fiscal year ending December 28, 2025 with reference to the GRI Standards.

GRI STANDARD	#	TITLE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	3-2	List of material topics	Our latest materiality assessment in 2025 helped us to identify the following issues: 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 and Entrepreneurship, Food Insecurity Planet: Food Waste, Waste Management & Recycling, Climate Risk and Resiliency, Sustainable Packaging Governance: Franchisee Opportunities & Success, Ethics, Governance & Compliance, Information Security & Data Privacy
	3-3	Management of material topics	2025 Corporate Responsibility Highlights
GRI 201: ECONOMIC PERFORMANCE 2016	201-1	Direct economic value generated and distributed	2025 Corporate Responsibility Highlights, Communities pg. 10 2025 10-K, Disaggregation of Revenue pg. 97 2025 10-K, Results of Operations pg. 39
	201-2	Financial implications and other risks and opportunities due to climate change	2025 10-K, Company Risks pg. 16 2025 10-K, General Risks pg. 20
	201-3	Defined benefit plan obligations and other retirement plans	2025 10-K, Results of Operations pg. 97
GRI 205: ANTI-CORRUPTION 2016	205-2	Communication and training about anti-corruption policies and procedures	Papa Johns holds all team members accountable for ethical business practices as articulated in our Code of Ethics and Business Conduct (the Code), which covers conflicts of interest, use of corporate assets, data privacy and insider trading, among other topics, and outlines clear punitive action for non-compliance. Annual training on the Code and other corporate policies and procedures governing business conduct is mandated for all team members. These trainings include, but are not limited to anti-corruption, workplace harassment and discrimination, and safety and security procedures. All team members must certify in writing that they have read and understand the Code.
	205-3	Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption in 2025.

GRI INDEX – STATEMENT OF USE

Papa Johns has reported the information cited in this GRI content index for the period for the fiscal year ending December 28, 2025 with reference to the GRI Standards.

GRI STANDARD	#	TITLE	LOCATION			
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2025 10-K, Legal Proceedings pg. 28			
	GRI 301: MATERIALS 2016	301-1	Materials used by weight or volume	2025 Corporate Responsibility Highlights, Packaging pg. 17		
GRI 302: ENERGY 2016	301-2	Recycled input materials used	2025 Corporate Responsibility Highlights, Packaging pg. 17			
	301-3	Reclaimed products and their packaging materials	2025 Corporate Responsibility Highlights, Packaging pg. 17			
	302-1	Energy consumption within the organization	2025 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 16			
			ENERGY BY FUEL AND TYPE (IN MWH)	2025	2024¹	2023
			Stationary Combustion	73,557	86,753	91,446
			Natural Gas	71,679	85,964	89,313
			Propane	1,878	789	2,133
			Mobile Combustion	138,143	120,247	125,625
			Gasoline & Diesel	138,143	120,247	125,625
			Purchased energy	88,386	95,104	91,534
Electricity			88,386	95,104	91,534	
Total			300,386	302,104	308,605	
1: 2024 values reflect an end of year true up of any Q4 data that was estimated for the publishing of the 2024 GRI.						
302-3	Energy intensity	2025 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 16				
		ENERGY INTENSITY (IN MWH)	2025	2024¹	2023	
		Total Energy per \$100,000 revenue	14.61	14.67	14.45	
		Energy Intensity by Type of Operation				
		PJI owned Fleet (per 1,000 miles driven)	2.43	5.50	6.50	
		Restaurant Average (MWh)	199.23	226.37	96.29	
1: 2024 values reflect an end of year true up of any Q4 data that was estimated for the publishing of the 2024 GRI.						

GRI INDEX – STATEMENT OF USE

Papa Johns has reported the information cited in this GRI content index for the period for the fiscal year ending December 28, 2025 with reference to the GRI Standards.

GRI STANDARD	#	TITLE	LOCATION	
GRI 302: ENERGY 2016	302-4	Reduction of energy consumption	2025 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 16	
	302-5	Reductions in energy requirements of products and services	2025 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 16	
GRI 303: WATER AND EFFLUENTS 2018	303-5	Water consumption	Due to limitations with data collection, 2025 water consumption data is unavailable. We are working toward including this data in our future reporting.	
GRI 305: EMISSIONS 2016	305-1	Direct (Scope 1) GHG emissions	2025 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 16	
	305-2	Energy indirect (Scope 2) GHG emissions	2025 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 16	
	305-3	Other indirect (Scope 3) GHG emissions	2025 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 16	
	305-4	GHG emissions intensity	2025 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 16	
			GHG INTENSITY (METRIC TONS CO2E FROM SCOPE 1 + 2)²	
			Total GHG Emissions per \$100,000 revenue	
			GHG Emissions Intensity by Type of Operation	
			PJI owned Fleet (per 1,000 miles driven)	
			Restaurant Average (metric tons CO2e)	
			1: 2024 values reflect an end of year true up of any Q4 data that was estimated for the publishing of the 2024 GRI.	
305-5	Reduction of GHG emissions	2025 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 16		
305-6	Emissions of ozone-depleting substances (ODS)	2025 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 16		
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	2025 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 16		

GHG INTENSITY (METRIC TONS CO2E FROM SCOPE 1 + 2) ²	2025	2024 ¹	2023
Total GHG Emissions per \$100,000 revenue	4.75	4.25	4.11
GHG Emissions Intensity by Type of Operation			
PJI owned Fleet (per 1,000 miles driven)	5.50	1.40	1.63
Restaurant Average (metric tons CO2e)	73.33	65.84	37.99

1: 2024 values reflect an end of year true up of any Q4 data that was estimated for the publishing of the 2024 GRI.

GRI INDEX – STATEMENT OF USE

Papa Johns has reported the information cited in this GRI content index for the period for the fiscal year ending December 28, 2025 with reference to the GRI Standards.

GRI STANDARD	#	TITLE	LOCATION		
GRI 306: WASTE 2020	306-1	Waste generation and significant waste-related impacts	2025 Corporate Responsibility Highlights, Packaging pg. 17		
	306-2	Management of significant waste-related impacts	2025 Corporate Responsibility Highlights, Packaging pg. 17		
	306-3	Waste generated	2025 Corporate Responsibility Highlights, Packaging pg. 17		
	306-4	Waste diverted from disposal	2025 Corporate Responsibility Highlights, Packaging pg. 17		
			WASTE TYPE	DISPOSAL METHOD	TONS OF WASTE
			Trash	Landfilled	20,815
Single stream recycling (including paper)			Recycled	262	
		Cardboard	Recycled	3,321	
		Animal waste	Landfilled	200	
306-5	Waste directed to disposal	Due to limitations with data collection, 2025 waste diversion data is unavailable. We are working toward including this data in our future reporting. 2025 Corporate Responsibility Highlights, Packaging pg. 17			

GRI STANDARD	#	TITLE	LOCATION																																																																								
GRI 401: EMPLOYMENT 2016	401-1	New employee hires and employee turnover	We seek to recruit, develop and retain high-talent team members, and work to provide the skills and career development they need to build meaningful careers and the tools they need to support their total wellness. 2025 Corporate Responsibility Highlights, Recruiting Talent pg. 7																																																																								
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<table border="1"> <thead> <tr> <th>TOTAL REWARDS PROGRAM OVERVIEW</th> <th>FULL-TIME CORPORATE TEAM MEMBERS¹</th> <th>HOURY (30+ HOURS) RESTAURANT TEAM MEMBERS²</th> <th>HOURY (<30 HOURS) RESTAURANT TEAM MEMBERS</th> </tr> </thead> <tbody> <tr> <td>401(k) retirement plan</td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td>Dental</td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td>Vision</td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td>Team Member Assistance Program</td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td>Voluntary benefits (hospital indemnity)</td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td>Commuter/parking</td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td>Auto/Home Choice Program</td> <td>X</td> <td>X</td> <td>X</td> </tr> <tr> <td>Medical (PPO & HDHP options)</td> <td>X</td> <td>X</td> <td></td> </tr> <tr> <td>Voluntary benefits (critical illness and accident indemnity)</td> <td>X</td> <td>X</td> <td></td> </tr> <tr> <td>Minimal essential coverage (MEC) medical option</td> <td></td> <td>X</td> <td>X</td> </tr> <tr> <td>Voluntary short-term disability</td> <td></td> <td>X</td> <td>X</td> </tr> <tr> <td>Voluntary term life insurance</td> <td></td> <td>X</td> <td>X</td> </tr> <tr> <td>Basic & voluntary life/AD&D</td> <td>X</td> <td></td> <td></td> </tr> <tr> <td>Short-term & long-term disability plans</td> <td>X</td> <td></td> <td></td> </tr> <tr> <td>Flexible spending account (health & dependent care)</td> <td>X</td> <td></td> <td></td> </tr> <tr> <td>Health savings account</td> <td>X</td> <td></td> <td></td> </tr> <tr> <td>Legal assistance plan</td> <td>X</td> <td></td> <td></td> </tr> </tbody> </table>	TOTAL REWARDS PROGRAM OVERVIEW	FULL-TIME CORPORATE TEAM MEMBERS ¹	HOURY (30+ HOURS) RESTAURANT TEAM MEMBERS ²	HOURY (<30 HOURS) RESTAURANT TEAM MEMBERS	401(k) retirement plan	X	X	X	Dental	X	X	X	Vision	X	X	X	Team Member Assistance Program	X	X	X	Voluntary benefits (hospital indemnity)	X	X	X	Commuter/parking	X	X	X	Auto/Home Choice Program	X	X	X	Medical (PPO & HDHP options)	X	X		Voluntary benefits (critical illness and accident indemnity)	X	X		Minimal essential coverage (MEC) medical option		X	X	Voluntary short-term disability		X	X	Voluntary term life insurance		X	X	Basic & voluntary life/AD&D	X			Short-term & long-term disability plans	X			Flexible spending account (health & dependent care)	X			Health savings account	X			Legal assistance plan	X		
			TOTAL REWARDS PROGRAM OVERVIEW	FULL-TIME CORPORATE TEAM MEMBERS ¹	HOURY (30+ HOURS) RESTAURANT TEAM MEMBERS ²	HOURY (<30 HOURS) RESTAURANT TEAM MEMBERS																																																																					
			401(k) retirement plan	X	X	X																																																																					
			Dental	X	X	X																																																																					
			Vision	X	X	X																																																																					
			Team Member Assistance Program	X	X	X																																																																					
			Voluntary benefits (hospital indemnity)	X	X	X																																																																					
			Commuter/parking	X	X	X																																																																					
			Auto/Home Choice Program	X	X	X																																																																					
			Medical (PPO & HDHP options)	X	X																																																																						
			Voluntary benefits (critical illness and accident indemnity)	X	X																																																																						
			Minimal essential coverage (MEC) medical option		X	X																																																																					
			Voluntary short-term disability		X	X																																																																					
			Voluntary term life insurance		X	X																																																																					
			Basic & voluntary life/AD&D	X																																																																							
Short-term & long-term disability plans	X																																																																										
Flexible spending account (health & dependent care)	X																																																																										
Health savings account	X																																																																										
Legal assistance plan	X																																																																										
401-3	Parental leave	Full-time team members working in corporate restaurants, Quality Control Centers and corporate hubs are eligible for six weeks of paid leave to all new parents—including birth mothers, fathers, adoptive and foster parents. Team members who are the child-bearing parent may also be eligible for additional leave under other benefit policies, including our Paid Parental Leave Policy and Short-term Disability Policy.																																																																									

1: Papa John's International, Inc. and Papa John's USA, Inc. do not make any employment-related decisions on behalf of independently owned and operated franchise locations. The franchisee is solely responsible for employment matters, including setting benefits for their team members.
2: This is per week over an initial measurement period defined by the Affordable Care Act.

GRI INDEX – STATEMENT OF USE

Papa Johns has reported the information cited in this GRI content index for the period for the fiscal year ending December 28, 2025 with reference to the GRI Standards.

GRI STANDARD	#	TITLE	LOCATION
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1	Occupational health and safety management system	<p>Papa Johns has implemented a formal Occupational Health and Safety Management System (OHSMS) to identify and control workplace hazards, ensure regulatory compliance, and drive continuous improvement in safety performance.</p> <p>The OHSMS applies to all Company-owned and operated facilities and covers full-time and part-time employees and contractors across distribution, production, transportation, office, and support functions, including both routine and non-routine work activities. Locations or activities not under the Company's operational control are not fully covered; however, contractors and partners are required to maintain compliant safety programs and meet the Company's health and safety standards through contractual and oversight processes.</p>
	403-2	Hazard identification, risk assessment, and incident investigation	2025 Corporate Responsibility Report, Investing in Health, Safety & Security pg. 8
	403-3	Occupational health services	2025 Corporate Responsibility Report, Investing in Health, Safety & Security pg. 8
	403-4	Worker participation, consultation, and communication on occupational health and safety	2025 Corporate Responsibility Report, Investing in Health, Safety & Security pg. 8
	403-5	Worker training on occupational health and safety	2025 Corporate Responsibility Report, Investing in Health, Safety & Security pg. 8
	403-6	Promotion of worker health	2025 Corporate Responsibility Report, Investing in Health, Safety & Security pg. 8
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2025 Corporate Responsibility Report, Investing in Health, Safety & Security pg. 8
	403-8	Workers covered by an occupational health and safety management system	2025 Corporate Responsibility Report, Investing in Health, Safety & Security pg. 8
	403-9	Work-related injuries	Recordable injuries increased by 11%. Several strategic initiatives were implemented to strengthen restaurant partnership, modernize compliance infrastructure, and enhance fleet safety. As expected in a year of meaningful change, certain performance indicators experienced temporary variability, while others demonstrated measurable improvement. Our focus remains on strengthening controls, investing in training, leveraging technology, and maintaining a culture where safety is foundational to operational excellence.
	403-10	Work-related ill health	2025 Corporate Responsibility Report, Investing in Health, Safety & Security pg. 8

GRI INDEX – STATEMENT OF USE

Papa Johns has reported the information cited in this GRI content index for the period for the fiscal year ending December 28, 2025 with reference to the GRI Standards.

GRI STANDARD	#	TITLE	LOCATION
GRI 404: TRAINING AND EDUCATION 2016	404-1	Average hours of training per year per employee	Compliance training is required annually for all Papa Johns Corporate business units: Corporate Restaurant Operations, PJ Food Service, and Corporate Office (International & Domestic), including all People Leaders, Managers, and Hourly Team Members.
	404-2	Programs for upgrading employee skills and transition assistance programs	2025 Corporate Responsibility Report, Learning & Development pg. 7
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1	Diversity of governance bodies and employees	2025 Corporate Responsibility Highlights, Our Team Members pg. 9 2026 Proxy, Nominations for Directors pg. 23
	405-2	Ratio of basic salary and remuneration of women to men	2026 Proxy, Tying Pay to Performance pg. 32
GRI 406: NON-DISCRIMINATION 2016	406-1	Incidents of discrimination and corrective actions taken	Reports of possible misconduct will be taken seriously and investigated promptly and thoroughly. Reports of possible misconduct will be treated as confidential to the fullest extent possible, consistent with the need to conduct an adequate review and investigation and to carry out any required resolution and subject to applicable laws and regulations. Code of Conduct, Reporting and Violations pgs. 14–15
GRI 413: LOCAL COMMUNITIES 2016	413-1	Operations with local community engagement, impact assessments, and development programs	2025 Corporate Responsibility Highlights, Communities pg. 10
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1	New suppliers that were screened using social criteria	Our standard supply agreements prohibit the use of forced labor or facilitation of slavery and human trafficking, require compliance with all labor laws and regulations and clauses for equal opportunity employment, and include certification, verification and audit procedures.
GRI 415: PUBLIC POLICY 2016	415-1	Political contributions	Papa Johns does not have a political action committee (PAC) and does not currently use company funds for direct political contributions. Any political contributions have an approval process, which is outlined in our Code of Ethics and Business Conduct. \$0 of political contributions were made in 2025. We engage with industry groups, such as the National Restaurant Association.

GRI INDEX – STATEMENT OF USE

Papa Johns has reported the information cited in this GRI content index for the period for the fiscal year ending December 28, 2025 with reference to the GRI Standards.

GRI STANDARD	#	TITLE	LOCATION
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1	Assessment of the health and safety impacts of product and service categories	Our Global Food Safety Program & Standards applies to our entire supply chain—from our suppliers and Quality Control Centers, where our original pizza dough is made, to Papa Johns restaurants across the country. 2025 Corporate Responsibility Highlights, Pizza pg. 14
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2025 10-K, Legal Proceedings pg. 28
GRI 417: MARKETING AND LABELING 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	2025 10-K, Legal Proceedings pg. 28
	417-3	Incidents of non-compliance concerning marketing communications	2025 10-K, Legal Proceedings pg. 28
GRI 418: CUSTOMER PRIVACY 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2025 10-K, Privacy and Data Protection pg. 9

TCFD REPORT

GOVERNANCE

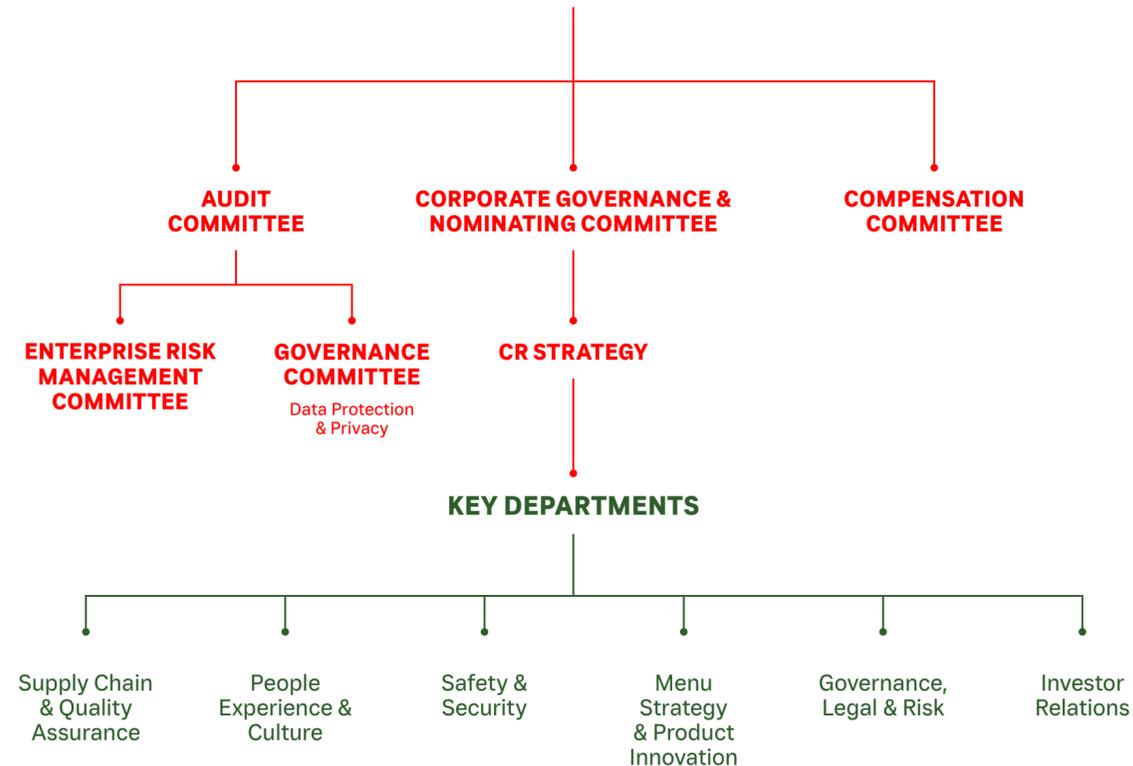
Disclose the organization's governance around climate-related risks and opportunities.

The Corporate Governance and Nominating Committee of the Papa Johns Board of Directors has oversight of the company's corporate responsibility (CR) strategy and performance, including with respect to climate-related risks and opportunities. The Board receives semi-annual updates on the company's CR strategy, priorities and accomplishments.

Papa Johns Senior Vice President, General Counsel leads the Corporate Affairs and Sustainability team, which works cross-functionally to provide leadership and support for development and implementation of climate-related strategies across the company.

Additionally, we integrated a metric into our Management Incentive Program, where a percentage of eligible team members' and executives' annual bonuses is tied to achieving CR priorities, which include climate-related initiatives.

BOARD OF DIRECTORS



TCFD REPORT

<p>STRATEGY</p>	<p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.</p>	<p>In 2025, Papa Johns began a scenario analysis to assess our climate-related risks and opportunities, as well as the resilience of our business strategy in light of those risks and opportunities. We anticipate reporting on the findings of this analysis in our next annual Corporate Responsibility Report.</p>
<p>RISK MANAGEMENT</p>	<p>Disclose how the organization identifies, assesses, and manages climate-related risks.</p>	<p>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 with the Audit Committee of the Board. In addition, we engaged a third-party consulting firm to conduct a climate-specific analysis of our climate-related risks, consistent with TCFD guidance. We anticipate reporting on the results of this analysis in our next annual Corporate Responsibility Report.</p>
<p>METRICS & TARGETS</p>	<p>"Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material."</p>	<p>Papa Johns conducts an annual assessment of our full greenhouse gas (GHG) emissions inventory. The results of these assessments are included in our 2025 Corporate Responsibility Report. Scope 1 and 2 emissions reflect 2025 data, while our Scope 3 emissions represent data from 2024.</p>