



**PAPA[®]
JOHNS**

**2023 CORPORATE
RESPONSIBILITY
REPORTING
FRAMEWORKS**



DISCLOSURES

The Global Reporting Initiative (GRI), IFRS Foundation and United Nations (UN) 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, TCFD guidance and the United Nations Sustainable Development Goals (UN SDGs).

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 corresponding issue page within the report or other documents.

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, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	<table border="1"> <thead> <tr> <th>ENERGY BY FUEL AND TYPE (in MWh)</th> <th>2023</th> <th>2022</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Stationary Combustion</td> <td>91,445</td> <td>88,148</td> <td>102,886</td> </tr> <tr> <td>Natural Gas</td> <td>89,313</td> <td>86,270</td> <td>100,452</td> </tr> <tr> <td>Propane</td> <td>2,133</td> <td>1,878</td> <td>2,433</td> </tr> <tr> <td>Mobile Combustion</td> <td>125,625</td> <td>118,956</td> <td>119,926</td> </tr> <tr> <td>Diesel</td> <td>125,625</td> <td>118,956</td> <td>119,926</td> </tr> <tr> <td>Purchased energy</td> <td>91,534</td> <td>93,952</td> <td>103,421</td> </tr> <tr> <td>Electricity</td> <td>91,534</td> <td>93,952</td> <td>103,421</td> </tr> <tr> <td>Total</td> <td>308,604</td> <td>301,056</td> <td>326,232</td> </tr> </tbody> </table>	ENERGY BY FUEL AND TYPE (in MWh)	2023	2022	2021	Stationary Combustion	91,445	88,148	102,886	Natural Gas	89,313	86,270	100,452	Propane	2,133	1,878	2,433	Mobile Combustion	125,625	118,956	119,926	Diesel	125,625	118,956	119,926	Purchased energy	91,534	93,952	103,421	Electricity	91,534	93,952	103,421	Total	308,604	301,056	326,232
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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 (m ³), Percentage (%)	Due to limitations with data collection, 2023 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 (%)	<p>1. 2023 Corporate Responsibility Highlights, Packaging pg. 21</p> <p>3. Due to limitations with data collection, 2023 waste diversion data is unavailable. We are working toward including this data in our future reporting.</p>																																				
	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 (%)	2023 Corporate Responsibility Highlights, Packaging pg. 21																																				



TOPIC	CODE	METRIC	UNIT OF MEASURE	RESPONSE
FOOD SAFETY	FB-RN-250A.1	(1) Percentage of restaurants inspected by a food safety oversight body, (2) percentage receiving critical violations	Percentage (%)	2023 Corporate Responsibility Highlights, Our Food pg. 18
	FB-RN-250A.2	(1) Number of recalls issued and (2) total amount of food product recalled	Number, Metric tons (t)	(1) 0 tons (2) 0%
	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 2023, the company had no confirmed material foodborne illness outbreaks.
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 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 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. More information available at papajohns.com/school-lunch-program
	FB-RN-260A.3	Number of advertising impressions made on children, percentage promoting products that meet national dietary guidelines for children	Number	We do not target our advertising towards children



TOPIC	CODE	METRIC	UNIT OF MEASURE	RESPONSE
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. 2023 Corporate Responsibility Highlights, Recruiting Diverse Talent pg. 10
	FB-RN-310A.2	(1) Average hourly wage, by region and (2) percentage of restaurant employees earning minimum wage, by region	Reporting currency, Percentage (%)	2023 10-K, Human Capital pg. 7
	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	2023 10-K, Legal Proceedings pg. 29
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. 2023 Corporate Responsibility Highlights, Animal Welfare pg. 18 2023 Corporate Responsibility Highlights, Supplier Diversity pg. 15 2. 2023 Corporate Responsibility Highlights, Animal Welfare pg. 18 2023 Corporate Responsibility Highlights, Supplier Diversity pg. 15
	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. 2023 Corporate Responsibility Highlights, Animal Welfare pg. 18 2. 2023 Corporate Responsibility Highlights, Animal Welfare pg. 18



TOPIC	CODE	METRIC	UNIT OF MEASURE	RESPONSE
SUPPLY CHAIN MANAGEMENT & FOOD SOURCING	FB-RN-430A.3	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	n/a	2021 Corporate Responsibility Report, Labor & Human Rights pg. 33 2023 Corporate Responsibility Highlights, Our Value Chain pg. 6 2023 Corporate Responsibility Highlights, Animal Welfare pg. 18
ACTIVITY METRICS	FB-RN-000.A	Number of (1) company-owned and (2) franchise restaurants	Number	2023 Corporate Responsibility Highlights, Company Overview pg. 5
	FB-RN-000.B	Number of employees at (1) company-owned and (2) franchise locations	Number	1. 2023 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 Johns has reported the information cited in this GRI content index for the period 26th December 2022 to 31st December 2023 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	2023 10-K, Business pgs. 3–10
	2-2	Entities included in the organization’s sustainability reporting	2023 Corporate Responsibility Highlights, About This Report pg. 3 2023 Corporate Responsibility Highlights, Transparency & Accountability pg. 22 2024 Proxy, Corporate Governance and Nominating Committee pg. 7
	2-3	Reporting period, frequency and contact point	2023 Corporate Responsibility Highlights, About This Report pg. 3 2023 Corporate Responsibility Highlights, Transparency & Accountability pg. 22 2024 Proxy, Corporate Governance and Nominating Committee pg. 7
	2-4	Restatements of information	Not applicable
	2-5	External assurance	Our quantitative data and reporting process for the 2023 safety and 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	2023 10-K, General pg. 3 2023 Corporate Responsibility Highlights, Innovating to Meet Evolving Customer Preferences pg. 18 2022 Corporate Responsibility Highlights, ESG Milestones pg. 8 2023 10-K, Noncontrolling Interests pg. 69



GRI STANDARD	#	TITLE	LOCATION
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GRI 2: GENERAL DISCLOSURES 2021	2-7	Employees	2023 Corporate Responsibility Highlights, Company Overview pg. 5 2023 10-K, Human Capital pg. 7
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WORKFORCE REPRESENTATION	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 ISLANDER		
	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
BOD	70%	74%	78%	20%	13%	11%	10%	13%	11%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Executive Team	70%	78%	78%	10%	11%	22%	10%	11%	0%	10%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Leadership (VP+)	74%	81%	77%	4%	3%	9%	9%	6%	9%	11%	8%	5%	2%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Leadership (Dir+)	77%	80%	81%	6%	6%	9%	8%	6%	6%	4%	4%	3%	3%	3%	1%	1%	<1%	0%	1%	<1%	0%	0%	0%	0%
Restaurant Leadership	77%	87%	85%	8%	5%	8%	10%	6%	3%	1%	1%	3%	0%	0%	0%	1%	0%	0%	3%	1%	1%	0%	0%	0%
SC/PJFS Leadership	82%	82%	91%	9%	9%	0%	9%	9%	9%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Team Members	57%	60%	61%	25%	25%	23%	9%	7%	8%	2%	2%	2%	2%	2%	3%	4%	3%	2%	1%	1%	1%	<1%	<1%	<1%
All Restaurant Team Members	59%	60%	63%	24%	25%	22%	8%	7%	7%	2%	1%	2%	2%	2%	3%	4%	4%	2%	1%	1%	1%	<1%	<1%	<1%
All SC/PJFS Team Members	41%	42%	43%	36%	34%	34%	16%	17%	16%	1%	1%	1%	4%	4%	4%	1%	1%	1%	<1%	1%	1%	<1%	0%	<1%



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	2024 Proxy, Board Leadership Structure and Risk Management pg. 3 2024 Proxy, Nominations for Directors pg. 9 2023 Corporate Responsibility Highlights, Governance pg. 22 Investor Relations 2023 Corporate Responsibility Reporting Frameworks, GRI 2-7, pg. 8
	2-10	Nomination and selection of the highest governance body	2024 Proxy, Nominations for Directors pg. 9 Investor Relations
	2-11	Chair of the highest governance body	2024 Proxy, Independent Chair of the Board pg. 4 Investor Relations
	2-12	Role of the highest governance body in overseeing the management of impacts	2024 Proxy, Corporate Governance and Nominating Committee pg. 7 Corporate Governance and Nominating Committee Charter Corporate Governance Guidelines
	2-13	Delegation of responsibility for managing impacts	2023 Corporate Responsibility Highlights, Governance pg. 22
	2-14	Role of the highest governance body in sustainability reporting	2024 Proxy, Corporate Governance and Nominating Committee pg. 7 Corporate Governance and Nominating Committee Charter
	2-15	Conflicts of interest	2024 Proxy, Board Leadership Structure and Risk Management pg. 3 Corporate Governance Guidelines
	2-16	Communication of critical concerns	Code of Conduct, Reporting and Violations pgs. 14–15 2024 Proxy, Communications with the Board pg. 9 Audit Committee Concern Reporting Procedures



GRI STANDARD	#	TITLE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-17	Collective knowledge of the highest governance body	2023 Corporate Responsibility Highlights, Governance pg. 22
	2-18	Evaluation of the performance of the highest governance body	2023 Corporate Responsibility Highlights, Governance pg. 22 Corporate Governance Guidelines
	2-19	Remuneration policies	2024 Proxy, Executive Compensation—Compensation Discussion and Analysis pgs. 19–44 Compensation Committee Charter
	2-20	Process to determine remuneration	2024 Proxy, Our Executive Compensation Process pgs. 20–21 Compensation Committee Charter
	2-21	Annual total compensation ratio	2024 Proxy, CEO Pay Ratio pg. 41
	2-22	Statement on sustainable development strategy	2023 Corporate Responsibility Highlights, About This Report pg. 3 2023 Corporate Responsibility Highlights, Transparency & Accountability pg. 22 2024 Proxy, Corporate Governance and Nominating Committee pg. 7
	2-23	Policy commitments	Papa John's People Policies Code of Ethics and Business Conduct 2023 Corporate Responsibility Highlights, Our Value Chain pg. 6
	2-24	Embedding policy commitments	Papa John's People Policies Code of Ethics and Business Conduct 2023 Corporate Responsibility Highlights, Our Value Chain pg. 6
	2-25	Processes to remediate negative impacts	Papa John's People Policies, Investigating and Addressing Possible Misconduct pg. 15 Audit Committee Concern Reporting Procedures



GRI STANDARD	#	TITLE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-26	Mechanisms for seeking advice and raising concerns	Code of Ethics and Business Conduct Audit Committee Concern Reporting Procedures
	2-28	Membership associations	2023 Corporate Responsibility Report, Strategic Partnerships & Membership Organizations pg. 8
	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, Yammer, 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: diverse supplier program and partnerships, quarterly supplier meetings, quality assurance audits</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>2023 Corporate Responsibility Highlights, Our Value Chain pg. 6 2024 Proxy, Stockholder Engagement in 2023 pg. 4</p>



GRI STANDARD	#	TITLE	LOCATION
GRI 3: MATERIAL TOPICS 2021	3-1	Process to determine material topics	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 2023, we updated our materiality assessment process, which will help to inform our 2024 report and CR strategic priorities.
	3-2	List of material topics	Our latest materiality assessment in 2021 helped us to identify the following issues: People: Diversity & Equal Opportunity, Occupational Health & Safety, Team Member Compensation & Benefits, Team Member Recruitment & Retention Pizza: Food Safety & Hygiene, Food Quality, Traceability of Ingredients, Nutrition & Allergen Labeling Planet: Sustainable Packaging, Waste Management & Recycling, Food Waste Reduction, Energy Efficiency Governance: Ethics, Governance & Compliance, Information Security & Data Privacy
	3-3	Management of material topics	2023 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 19 2023 Corporate Responsibility Highlights, Packaging pg. 21 2023 Corporate Responsibility Highlights, Animal Welfare pg. 18
GRI 201: ECONOMIC PERFORMANCE 2016	201-1	Direct economic value generated and distributed	2023 Corporate Responsibility Highlights, Supplier Diversity pg. 15 2023 Corporate Responsibility Highlights, Our Communities pg. 15 2023 10-K, Disaggregation of Revenue pg. 94 2023 10-K, Results of Operations pg. 40
	201-2	Financial implications and other risks and opportunities due to climate change	2023 10-K, Company Risks pg. 17 2023 10-K, General Risks pg. 21
	201-3	Defined benefit plan obligations and other retirement plans	2023 10-K, Results of Operations pg. 40



GRI STANDARD	#	TITLE	LOCATION																																	
GRI 205: ANTI-CORRUPTION 2016	205-2	Communication and training about anti-corruption policies and procedures	2023 Corporate Responsibility Highlights, Compliance & Business Ethics pg. 23																																	
	205-3	Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption in 2023.																																	
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2023 10-K, Legal Proceedings pg. 29																																	
GRI 301: MATERIALS 2016	301-1	Materials used by weight or volume	2023 Corporate Responsibility Highlights, Packaging pg. 21																																	
	301-2	Recycled input materials used	2023 Corporate Responsibility Highlights, Packaging pg. 21																																	
	301-3	Reclaimed products and their packaging materials	2023 Corporate Responsibility Highlights, Packaging pg. 21																																	
GRI 302: ENERGY 2016	302-1	Energy consumption within the organization	2023 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 19																																	
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GRI 302: ENERGY 2016	302-3	Energy intensity	2023 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 19 <table border="1"> <thead> <tr> <th>Energy Intensity (MWh per x)</th> <th>2023</th> <th>2022</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Total Energy per \$100,000 revenue</td> <td>14.45</td> <td>14.32</td> <td>15.77</td> </tr> <tr> <td colspan="4">Energy Intensity by Type of Operation</td> </tr> <tr> <td>PJI owned Fleet (per 1,000 miles driven)</td> <td>6.50</td> <td>7.31</td> <td>7.36</td> </tr> <tr> <td>Restaurant Average (MWh)</td> <td>96.29</td> <td>99.38</td> <td>104.31</td> </tr> </tbody> </table>	Energy Intensity (MWh per x)	2023	2022	2021	Total Energy per \$100,000 revenue	14.45	14.32	15.77	Energy Intensity by Type of Operation				PJI owned Fleet (per 1,000 miles driven)	6.50	7.31	7.36	Restaurant Average (MWh)	96.29	99.38	104.31
	Energy Intensity (MWh per x)	2023	2022	2021																			
	Total Energy per \$100,000 revenue	14.45	14.32	15.77																			
Energy Intensity by Type of Operation																							
PJI owned Fleet (per 1,000 miles driven)	6.50	7.31	7.36																				
Restaurant Average (MWh)	96.29	99.38	104.31																				
302-4	Reduction of energy consumption	2023 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 19																					
302-5	Reductions in energy requirements of products and services	2023 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 19																					
GRI 303: WATER AND EFFLUENTS 2018	303-5	Water consumption	Due to limitations with data collection, 2023 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	2023 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 19																				
	305-2	Energy indirect (Scope 2) GHG emissions	2023 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 19																				
	305-3	Other indirect (Scope 3) GHG emissions	2023 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 19																				
	305-4	GHG emissions intensity	2023 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 19 <table border="1"> <thead> <tr> <th>GHG Intensity (metric tons of CO₂eq)</th> <th>2023</th> <th>2022</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Total GHG per \$100,000 revenue</td> <td>4.11</td> <td>4.27</td> <td>4.70</td> </tr> <tr> <td colspan="4">GHG Intensity by Type of Operation</td> </tr> <tr> <td>PJI owned Fleet (per 1,000 miles driven)</td> <td>1.63</td> <td>1.84</td> <td>1.86</td> </tr> <tr> <td>Restaurant Average (metric tons CO₂e)</td> <td>37.99</td> <td>39.82</td> <td>42.29</td> </tr> </tbody> </table>	GHG Intensity (metric tons of CO ₂ eq)	2023	2022	2021	Total GHG per \$100,000 revenue	4.11	4.27	4.70	GHG Intensity by Type of Operation				PJI owned Fleet (per 1,000 miles driven)	1.63	1.84	1.86	Restaurant Average (metric tons CO ₂ e)	37.99	39.82	42.29
GHG Intensity (metric tons of CO ₂ eq)	2023	2022	2021																				
Total GHG per \$100,000 revenue	4.11	4.27	4.70																				
GHG Intensity by Type of Operation																							
PJI owned Fleet (per 1,000 miles driven)	1.63	1.84	1.86																				
Restaurant Average (metric tons CO ₂ e)	37.99	39.82	42.29																				



GRI STANDARD	#	TITLE	LOCATION
GRI 305: EMISSIONS 2016	305-5	Reduction of GHG emissions	2023 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 19
	305-6	Emissions of ozone-depleting substances (ODS)	2023 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 19
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	2023 Corporate Responsibility Highlights, Addressing Our Climate Impact pg. 19
GRI 306: WASTE 2020	306-1	Waste generation and significant waste-related impacts	2023 Corporate Responsibility Highlights, Packaging pg. 21
	306-2	Management of significant waste-related impacts	2023 Corporate Responsibility Highlights, Packaging pg. 21
	306-3	Waste generated	2023 Corporate Responsibility Highlights, Packaging pg. 21
	306-4	Waste diverted from disposal	16.72% diversion rate, based on reporting from approximately 234 corporate restaurants & 1 QCC 2023 Corporate Responsibility Highlights, Packaging pg. 21
	306-5	Waste directed to disposal	Due to limitations with data collection, 2023 waste diversion data is unavailable. We are working toward including this data in our future reporting. 2023 Corporate Responsibility Highlights, Packaging pg. 21
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. 2023 Corporate Responsibility Highlights, Recruiting Diverse Talent pg. 10
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Corporate Responsibility Report, Benefits Snapshot pg. 11 Jobs & Open Positions



GRI STANDARD	#	TITLE	LOCATION
GRI 401: EMPLOYMENT 2016	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.
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1	Occupational health and safety management system	2023 Corporate Responsibility Report, Investing in Health & Safety pg. 11
	403-2	Hazard identification, risk assessment, and incident investigation	2023 Corporate Responsibility Report, Investing in Health & Safety pg. 11
	403-3	Occupational health services	2023 Corporate Responsibility Report, Investing in Health & Safety pg. 11
	403-4	Worker participation, consultation, and communication on occupational health and safety	2023 Corporate Responsibility Report, Investing in Health & Safety pg. 11
	403-5	Worker training on occupational health and safety	2023 Corporate Responsibility Report, Investing in Health & Safety pg. 11
	403-6	Promotion of worker health	2023 Corporate Responsibility Report, Investing in Health & Safety pg. 11
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2023 Corporate Responsibility Report, Investing in Health & Safety pg. 11
	403-8	Workers covered by an occupational health and safety management system	2023 Corporate Responsibility Report, Investing in Health & Safety pg. 11
	403-9	Work-related injuries	2023 Corporate Responsibility Report, Investing in Health & Safety pg. 11
	403-10	Work-related ill health	2023 Corporate Responsibility Report, Investing in Health & Safety pg. 11



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 to 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	2023 Corporate Responsibility Report, Learning & Development pg. 9
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1	Diversity of governance bodies and employees	2023 Corporate Responsibility Highlights, Governance pg. 22 2024 Proxy, Nominations for Directors pg. 9
	405-2	Ratio of basic salary and remuneration of women to men	2023 Corporate Responsibility Highlights, Diversity, Equity & Inclusion pg. 12 2024 Proxy, Tying Pay to Performance pg. 22
GRI 406: NON-DISCRIMINATION 2016	406-1	Incidents of discrimination and corrective actions taken	2023 Corporate Responsibility Highlights, Diversity, Equity & Inclusion pg. 12
GRI 413: LOCAL COMMUNITIES 2016	413-1	Operations with local community engagement, impact assessments, and development programs	2023 Corporate Responsibility Highlights, Our Communities pg. 15
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. 2023 Corporate Responsibility Highlights, Supplier Diversity pg. 15
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 2023. We engage with industry groups, such as the National Council of Chain Restaurants, the National Restaurant Association and the National Retail Federation.



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. 2023 Corporate Responsibility Highlights, Our Food pg. 18
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2023 10-K, Legal Proceedings pg. 29
GRI 417: MARKETING AND LABELING 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	2023 10-K, Legal Proceedings pg. 29
	417-3	Incidents of non-compliance concerning marketing communications	2023 10-K, Legal Proceedings pg. 29
GRI 418: CUSTOMER PRIVACY 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2023 10-K, Privacy and Data Protection pg. 10



PAPA JOHNS TCFD REPORT

GOVERNANCE

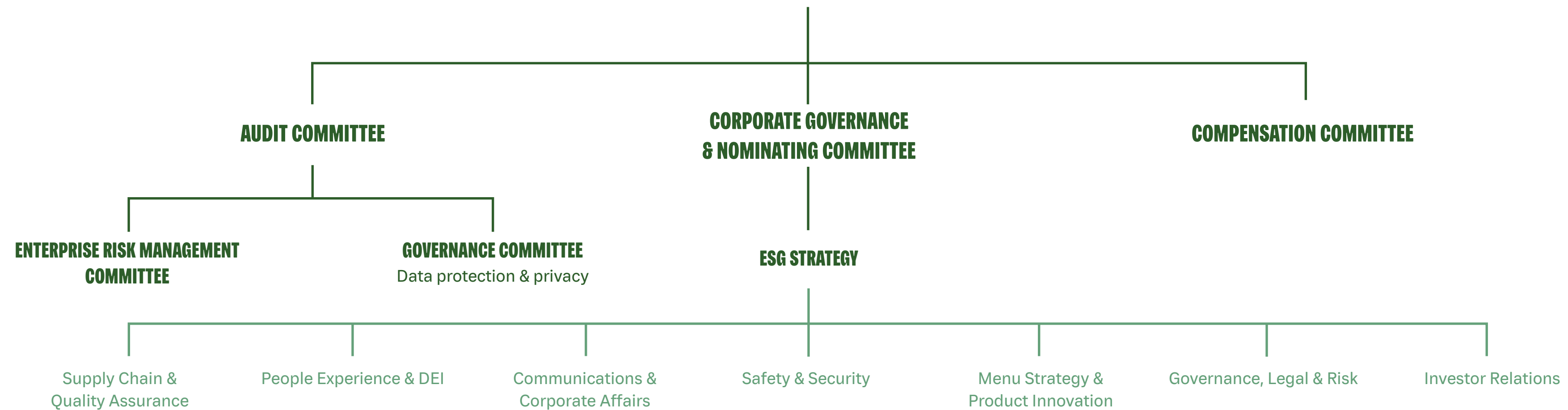
Disclose the organization’s governance around climate-related risks and opportunities.

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. The Board receives semi-annual updates on the company’s CR strategy, priorities and accomplishments.

Papa Johns Chief Corporate Affairs Officer 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





STRATEGY	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.	See Papa Johns 2023 10-K “Item 1A—Risk Factors” for discussion of climate-related risks.
RISK MANAGEMENT	Disclose how the organization identifies, assesses, and manages climate-related risks.	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 Legal & Risk 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.
METRICS & TARGETS	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Building on our prior disclosure of Scope 1 & 2 greenhouse gas (GHG) emissions, in 2023 we engaged a third-party consulting partner to conduct the first assessment of our Scope 3 inventory (using 2022 data). The results of these assessments are included in our 2023 Corporate Responsibility Report. Measuring Scope 3 emissions is the first step of a broader climate action planning process, including evaluating targets for reducing emissions, which we expect to complete in 2024.



SUPPORTING THE UN SUSTAINABLE DEVELOPMENT GOALS

As a global food company operating in 50 countries, we recognize our role in supporting and advancing the achievement of the United Nations Sustainable Development Goals, a framework to guide efforts by companies, governments and civil society to address the world’s most pressing needs. Through our core business and investments by The Papa John’s Foundation for Building Community, we believe we can contribute in the most meaningful way to the following five impact areas:



Our top strategic priority is to create a culture of leaders who believe in diversity, inclusivity and winning. This priority is aligned with our core value that Everyone Belongs and is supported by a robust diversity, equity and inclusion (DEI) strategy, which includes a focus on increasing female representation across our company. We are proud of the diversity of our Board and Executive Leadership Team.



In 2022, Papa Johns and the Papa Johns Foundation announced a commitment to donate 10 million meals to those in need by 2027. As of 2023, we've reached 4.5 million meals and continue to work toward this goal through the Papa Johns Harvest Program, which provides surplus food donations from our restaurants to local community organizations; grants to nonprofits addressing hunger and food insecurity; the Papa Johns Foundation’s Building Community Fund, which supports local nonprofit organizations in franchisee communities; and in-kind pizza donations.



Our impact extends beyond our restaurant doors. The opening of each Papa Johns restaurant creates up to 30 new jobs and represents a new small business entering the community. We provide opportunities for team members to participate in meaningful and rewarding work and offer industry-leading training and development opportunities to help them advance their careers.



Papa Johns is committed to being a good steward of the environment and integrating environmental responsibility into our operations, from more fuel-efficient vehicles and energy-saving equipment to sustainable packaging and sourcing high-quality ingredients. We seek to reduce energy use and food waste in our operations and food packaging.



Collaboration and partnership are critical to advancing Papa Johns corporate responsibility and ESG initiatives. Through The Papa John’s Foundation for Building Community, we work with national and local community partners to build the leaders of tomorrow, address food security and reduce food waste. We also engage with experts, academic institutions and nonprofit organizations to advance our DEI strategy.



[PAPAJOHNS.COM](https://www.papajohns.com)

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