



GOALS AND KEY PROGRESS

A LETTER FROM KIRK TANNER

Q&A WITH LILIANA ESPOSITO

GOALS AND KEY PROGRESS

BUSINESS SNAPSHOT

FOOD

	Goal year ¹	Status
Responsibly source our top 10 priority food categories in the U.S. and Canada	2030	
→ Have a comprehensive accounting of animal welfare best practices for beef, pork, chicken, eggs and dairy through the Wendy's Animal Care Standards Program.	2024	
→ Source 100% of our U.S. and Canadian beef, chicken and pork from suppliers that prohibit the routine use of medically important antibiotics. ²	2030	
→ Achieve sector-specific targets through our membership with the U.S. Roundtable for Sustainable Beef (see responsible sourcing for more details).	Multiple	

¹To be completed by the end of the goal year.

²To inform solutions that will aim to eliminate the routine use of medically important antibiotics, we will need to gain greater visibility into the use of antibiotics further upstream than our direct and approved raw materials suppliers. This will help us to better understand which antibiotics are being used and for what purposes. This applies to our beef and pork supply chains in the U.S. and Canada and our chicken supply chain in Canada. More information is available [here](#).

PEOPLE

	Goal year	Status
Increase the representation of underrepresented populations among our Company's leadership and management, as well as the diversity of our franchisees	2025	
→ Increase representation of women in leadership	2025	
→ Increase representation of people of color in management and leadership	2025	
→ Understand and address what has been referred to as the "broken rung" of leadership	2025	
→ Increase representation of diverse and women-owned franchisees	2025	
→ Continue to drive diversity on the Board of Directors	2025	



On track



Needs attention



Ahead of pace

FOOTPRINT

	Goal year	Status
Compared to a 2019 base year, reduce:		
→ Absolute Scope 1 and 2 greenhouse gas emissions by 47%	2030	
→ Scope 3 greenhouse gas emissions intensity by 47% per metric ton of purchased goods	2030	
→ Scope 3 greenhouse gas emissions intensity by 47% per franchise restaurant	2030	
Through the U.S. Department of Energy's Better Buildings® Challenge, reduce energy consumption in Company-operated restaurants by 20% per transaction, from a 2012 baseline	2025	
Sustainably source 100% of our customer-facing packaging in the U.S. and Canada	2026	