



ANIMAL WELFARE UPDATE 2025

At Whitsons, we remain steadfast in our commitment to advancing sustainable sourcing practices and promoting animal welfare throughout our operations. We recognize the integral role animal welfare plays in building a more sustainable future and are dedicated to the care and compassion of animals in our supply chain. We understand the importance of transparency and accountability in animal welfare practices. That is why we regularly review and enhance our reporting processes, collaborate with suppliers to strengthen animal welfare practices, and publicize our targets, performance, and achievements.

Cage-Free Eggs:

All the eggs we source come from cage-free or pasture-raised hens. This commitment ensures that the birds have access to a more natural environment, promoting their welfare.

Broiler Chicken Welfare:

Whitsons remains committed to continuously improving animal welfare practices and responsible sourcing. We actively engage with our supplier partners to identify ways to enhance the welfare of broiler chickens across our operations.

Aspirational Progress Roadmap

This roadmap outlines our current progress and aspirational targets. We continue collaborating with suppliers on targets and will update this roadmap annually based on industry progress and evolving capabilities.

Below are our annual aspirational targets:

| Criteria | 2024 (actual) | 2025 (actual) | 2026 (target) |
|---|----------------|----------------|--|
| 3rd Party Auditing | 99% | 100% | 100% |
| Stocking Density | 93% | 100% | 100% |
| Enriched Environments (Litter, Lighting, & Enrichments) | 93% | 100% | 100% |
| CAS* | In development | 3% | Continue monitoring developments in this area and work collaboratively with suppliers as opportunities for progress arise. |
| Breed* | In development | In development | Continue monitoring developments in this area and work collaboratively with suppliers as opportunities for progress arise. |

The chicken we source is also free of hormones and steroids; no antibiotics important to human health are used.

*Controlled Atmosphere Stunning (CAS) & Better Chicken Commitment (BCC) approved Breeds represent complex, industry-wide challenges. Implementing these practices involves multiple interconnected factors, including the availability of technology, capital investment, and ongoing research and development. Meeting the BCC goals will depend on continued evaluation of supplier capabilities, competitive market pricing, and alignment with operational needs. Progress may vary based on supplier readiness and market conditions. Whitsons continues to focus on steady progress, transparent reporting, and proactive engagement with our suppliers, actively encouraging our vendor partners to align with these standards. While timelines and solutions may vary, Whitsons remains focused on identifying practical and responsible steps that contribute to improved welfare outcomes over time.

Pork:

The pork we source is 100% hormone-free. We are committed to working with our suppliers to source gestation crate-free pork as soon as possible. We regularly review our suppliers to improve our reporting and transparency.

Seafood:

Our seafood is sourced exclusively from sustainable fisheries, adhering to guidelines such as the Monterey Bay Aquarium's Seafood Watch. We prioritize ethical sourcing practices to minimize our environmental impact and support responsible fishing practices. We also partner with Red's Best, which distributes sustainable wild-caught fish and seafood for over 1,000 small community-based fishing boats in New England.

Plant-based Offerings:

In 2022, Whitsons began partnering with the Humane Society of the United States (HSUS) to increase healthy, sustainable plant-based menu offerings to K-12 school districts through a program called Veggabóls, the first 100% plant-based K-12 concept in the country. Our goal is to offer 33% plant-based menu items on all our onsite school menus by the end of 2025. In 2025, Whitsons earned a B+ rating on the Humane World for Animals (HWA) 2025 Protein Sustainability Scorecard, reflecting our commitment to providing plant-based options. Initiatives like the Veggabóls program have increased plant-based offerings and significant greenhouse gas savings.

Continuous Improvement:

We are actively collaborating with our suppliers to strengthen ethical practices within our supply chain by:

- Holding our suppliers accountable for animal welfare through monitoring and third-party audits.
- Conducting regular reviews with our suppliers to improve our reporting and transparency.
- Publicizing our animal welfare targets, performance, and achievements.

At Whitsons, we are committed to treating animals with compassion, and we invite you to join us on our journey as we strive to build a better world for all. Together, we can create a more humane and sustainable future for future generations.