



Delicious Snacks Made Responsibly

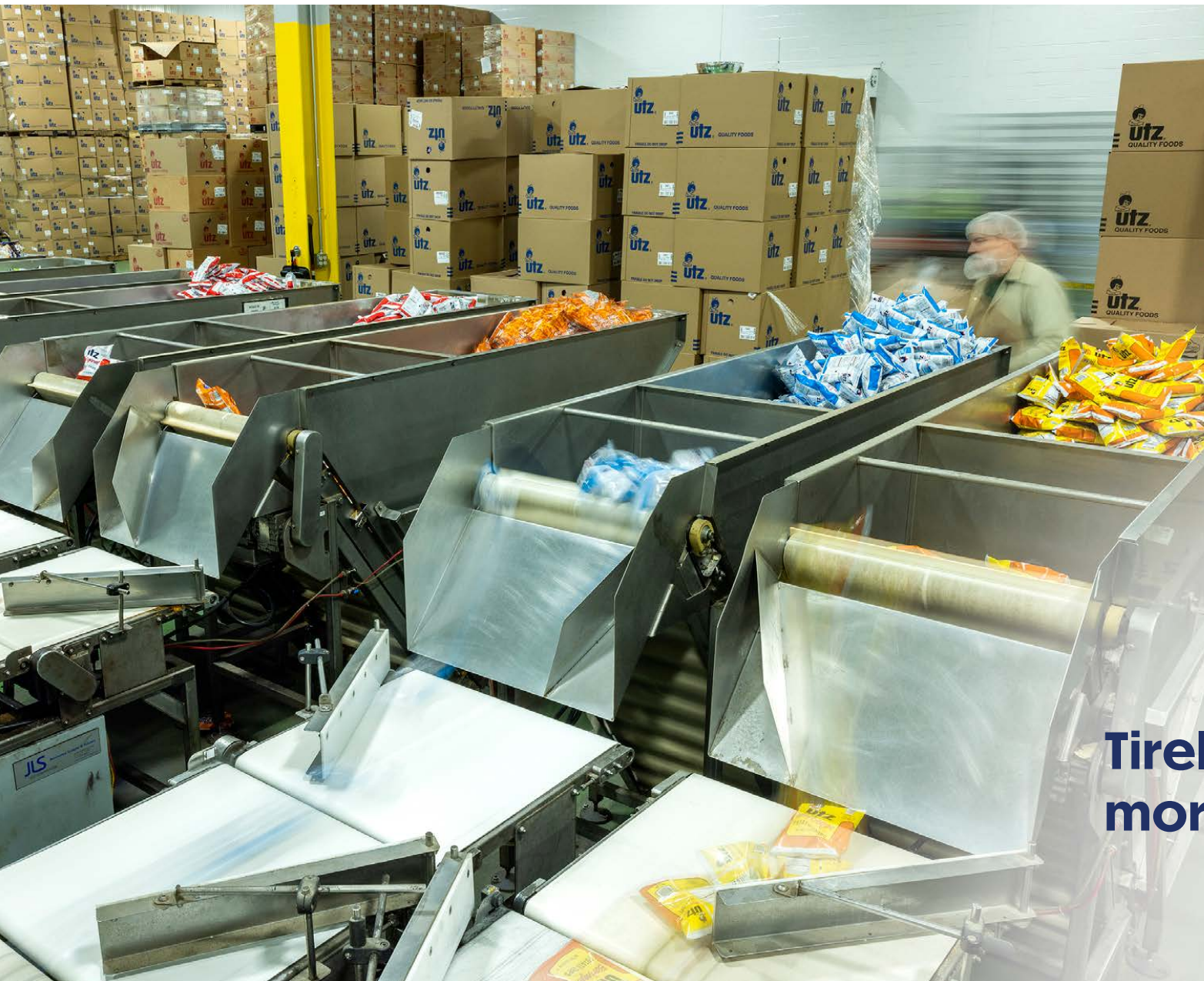
2022 ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT





**Every day, we work to apply our
longstanding values to our people,
planet, and products**





**Tirelessly innovating to create
more sustainable products**



To exceed the expectations of
snackers for generations to come





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About Utz

The Utz story began in 1921, in Hanover, Pennsylvania, in the small-town kitchen of Bill and Salie Utz. Bill and Salie believed they could make better potato chips, and that they should be made from high-quality ingredients that impart a fuller flavor – and make them better they did! Now, after more than a century of growth, Utz – and its many iconic brands – has that same passion for creating exciting and delicious crunchy snack foods to delight our customers.

While much has changed and evolved since our founding, including the public listing of Utz Brands Inc. on August 31, 2020, we have maintained our core values and pride in our family legacy.

Our diverse portfolio offers a wide selection of crunchy snack foods in unique and fun flavors, and continues to be the choice for our growing crowd of customers. Our manufacturing plants are geographically dispersed across the United States to best serve our customers. We utilize Direct-Store-Delivery (DSD) and Direct-to-Warehouse (DTW) capabilities, as well as online sales channels, to ensure our loved brands are easily and widely available.

UTZ AT A GLANCE FISCAL YEAR 2022

101 Years in Business

3,801	67,117 ¹	\$1.4B
ASSOCIATES (#FTE)	RETAILERS & DISTRIBUTORS SERVED	NET SALES
200	48,350 ²	\$170.5M
PRODUCTION SITES, OFFICES, & WAREHOUSES	ONLINE CONSUMERS SERVED	ADJUSTED EBITDA






¹ Number of customers served via DSD monthly
² Number of consumers served annually



OUR WAYS OF WORKING

Every day at Utz, we set out to honor our century of heritage, and to provide tasty crunchy snacks that are loved by our customers and consumers. All of this is done with a dedication to our ways of working.

At Utz, we...

-  **Act with respect, care, and inclusion**
-  **Communicate clearly and effectively**
-  **Focus on accountability and results**
-  **Celebrate and reward successes**
-  **Continuously pursue excellence**





UNDERSTANDING OUR IMPACT

In this second year of Environmental, Social, and Governance (ESG) reporting, we enhanced our understanding of the core issues most relevant to our business. During 2022, we conducted our first ESG materiality assessment. Our assessment considered the perspectives of internal and external stakeholders, helping us to identify and prioritize our areas of impact. This focused our ESG program and will inform our resource allocation. Aligning our strategy with our material issues ensures that our ESG efforts meet the expectations of a broad range of stakeholders and address the impacts most significant to our Company’s long-term success.





Utz Brands At A Glance

Power Brands



Foundation Brands



Our Power Brands enjoy a combination of higher growth, greater potential for value-added innovation, and enhanced responsiveness to consumer marketing as compared to our Foundation Brands. They represent 87% of our portfolio.¹

¹ Source: Circana Total US MULO-C, custom Utz Brands hierarchy, 52-weeks ended 1/1/2023



A Letter from our CEO

Dear Stakeholders,

Welcome to our 2022 Environmental, Social, and Governance Report. 2022 was a remarkable year. Our net sales increased 19.3% to \$1.4 billion and Adjusted EBITDA increased 9.2% to \$170.5 million. As we take our Company forward as a public entity, our focus remains steadfast on growth, efficiency, and modernization.

We weave our core values into every step of this journey, shaping not only our achievements, but also the way we accomplish them. I firmly believe that values matter, as they both honor our rich history and build the future value of our Company. Our financial performance and long-term success are inextricably tied to our ESG performance. In this report we have transparently outlined our current standing and objectives across these crucial areas, using the Sustainability Accounting Standards Board (SASB) Index as a framework.

BUILDING OUR ESG FOUNDATION

One of our first steps, prior to our stock listing in 2020, was to establish Corporate Governance best practices. Now, as we focus on ESG, we have extended our formal governance to these issues. In 2022, the Nominating and Corporate Governance Committee (NCGC) of our Board assumed responsibility for sustainability policy and performance, and we established our framework for decision-making and accountability. We also conducted our first materiality assessment to identify and to prioritize our key ESG issues.

These foundational steps will ensure that we make sound decisions about where to focus our resources, how to implement improvement programs, and what targets to set.

PROGRESS IN 2022

People are the heart of our Company, and, in my view, having the best team starts with actively recruiting an organization that looks like the consumers we serve. At Utz, we are committed to creating workplaces that are safe, respectful, and inclusive, and where everyone can achieve their full potential. Our Equity Playbook, incorporating our three-year strategy to advance diversity, equity, and inclusion (DEI), is already producing results.



HOWARD FRIEDMAN
CHIEF EXECUTIVE OFFICER



In 2022, we increased diversity among our 160-strong leadership team to a new high, with women holding 25% and people of color holding 7% of positions. Given our improvements, we are on track to exceed our goals for leadership to be made up of 30% women and 10% people of color by 2025. DEI is an important part of our business objective to extend the average length of our associates' careers while reducing our voluntary turnover.

In the environmental space, we confirmed our commitments to limit greenhouse gas (GHG) emissions, reduce waste to landfill, minimize packaging materials, and conserve water. We identified the metrics we will use to track our progress and established our baselines, including our Scope 1 and Scope 2 GHG emissions. Although we have much to achieve, we have some existing strengths. For example, we reused more than seven and a half million cardboard distribution cartons and recycled more than three thousand tons of waste, with a further six thousand tons used as animal feed. This year we will build on our achievements by establishing an environmental improvement strategy with appropriate targets and extending our GHG accounting to cover Scope 3 activities.

AN EXCITING ROAD AHEAD

I would like to thank everyone at Utz who has contributed to our ESG work to date. For most of our associates, this is one element of their broader roles and I very much appreciate the enthusiasm with which everyone has embraced the additional challenges of ESG.

Embracing ESG is the natural extension of our Company's founding principles and values. Our commitment to transparency and our emerging sustainability strategy will serve us well into the future as our stakeholders — customers, consumers, communities, investors, and associates — increase their own commitment to sustainability. I look forward to sharing with you the ways in which we continue to strengthen our ESG performance, and ensure the continued growth of our Company in the coming years.

Howard Friedman
CHIEF EXECUTIVE OFFICER

“

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2022 Highlights

An effective ESG program is a journey, not a destination. We will continue to find ways to improve the stewardship of all our resources – our People, our Planet, and our Products. In 2022, we made significant strides towards ensuring that our products are made with environmental and social impact in mind. This summary highlights the ESG progress made by our cross-functional teams and partners over the past year.

+53%

WOMEN IN SENIOR LEADERSHIP

6,000

TONS OF FOOD DIVERTED FROM LANDFILL

7.5M

CARDBOARD CARTONS REUSED

NCGC

RESPONSIBLE FOR ESG OVERSIGHT

PEOPLE

- Increased the percentage of women in positions of senior leadership positions by more than 53%
- Increased the percentage of people of color in leadership positions by nearly 12%
- Introduced a new Learning Management System (LMS) module with access to over 70,000 online courses covering a wide range of topics, including leadership, safety and compliance, and DEI
- Initiated our Supplier Code of Conduct, covering business ethics, food safety, environmental stewardship, human rights, and labor policies

PLANET

- Completed nine environmental compliance audits with no actionable violations
- Measured and disclosed our Scope 1 and Scope 2 carbon emissions
- Installed nearly \$200,000 worth of LED lighting
- Diverted 38% of waste from landfill through recycling programs
- Recycled more than 3,000 tons of distribution materials
- Diverted more than 6,000 tons of food waste from landfill through animal feed reuse programs
- Located no sites in an area of high, or extremely high, water stress

PRODUCTS

- Averaged a 94% score on Safe Quality Food certification of our manufacturing plants
- Experienced zero product recalls
- Included recycled content in 24% of our product packaging
- Reused approximately 7.5 million cardboard cartons

GOVERNANCE

- Determined that oversight of the Company's ESG efforts will be the responsibility of the Nominating and Corporate Governance Committee (NCGC) of our Board of Directors, with regular reporting to the full Board
- Conducted a communications, training, and certification campaign to increase awareness of our Code and Ethics Hotline



People

Each day we demonstrate our founding family values in our workplace culture. Inclusivity, well-being, and professional growth are celebrated at Utz and help to drive our success.

In 2022, we implemented new health and safety practices, increased the gender and racial diversity of our leadership, introduced a new Learning Management System (LMS) for training and development, made contributions in support of local community care, and formalized our Supplier Code of Conduct.

THIS SECTION COVERS:

HEALTH AND SAFETY >

HUMAN CAPITAL >

COMMUNITY SUPPORT >

SUPPLY CHAIN RESPONSIBILITY >





Health and Safety

We believe that a safe and healthy workplace is essential and that the safety, health, and well-being of all our associates is our most important responsibility. Our Operational Health and Safety strategy is based on creating a culture of collective learning and evolution to build systems that safeguard all our associates.

OPERATIONAL HEALTH AND SAFETY STRATEGY AND SYSTEM

Our Operational Health and Safety System (OHSS) is the foundation for keeping our associates and workplaces safe and secure. Our OHSS is aligned with OSHA's (Occupational Safety and Health Association) 1910 standards and meets all regulatory requirements. We also look to ISO (International Organization for Standardization) and other respected standards to inform our strategy.

As we grow our business, it is imperative that newly hired associates and newly acquired workplaces comply with our health and safety standards. We aim to promptly align all our workplaces to a common high standard and introduce new businesses to our safety culture and system, providing access to the resources they need to meet our expectations.

TRAINING AND COMMUNICATING

We believe that safety culture begins at the top. Ensuring that our leaders and supervisors are well versed in health and safety policies and procedures helps to establish an environment in which all employees are committed to our safe working practices. We host quarterly leadership meetings in our manufacturing and logistics distribution centers (DCs) to share and discuss safety issues and any concerns that occurred during the quarter.

Manufacturing plant leadership is supported through a monthly call to share compliance-related best practices and discuss the previous month's summary of accidents and incidents. These meetings include a training item specifically designed to ensure we learn from recent incidents and share the knowledge between our plants.

We also drive home our safety message from the factory floor to create buy-in from all team members. We provide safety orientation for new associates including an in-house video supported by an assigned area supervisor to explain key points of the presentation.

We learn from "near miss" incidents, where an accident or injury almost occurred, by issuing Safety Alerts. Drawing attention to near misses reduces the likelihood of actual injury and reinforces our message that safety is everyone's job.

Our manufacturing plants use a safety scorecard that guides management and associates through a three-step process: a safety-specific monthly training event, a site inspection walkthrough, and a training element. The training element can include a Safety Cross, an incident-tracking and communication tool that requires team participation and illustrates safety performance. These safety scorecards are used on a daily or weekly basis, depending on the needs of the working group.



Case Study

Summer of Safety Mentorship Program

We established this program during our Summer of Safety Campaign, focusing on mentoring our new, temporary, and seasonal associates to prevent incidents and injuries. New and seasonal associates are often at greater risk of injury, so we go to extra lengths to raise their safety awareness when they join. Each mentee is provided a checklist with topics related to safety awareness, and upon completion, is given the opportunity to win a prize for participation. The program promotes safety awareness in a fun, engaging way.

SPEAKING UP ON SAFETY

Our Health and Safety strategy relies on our associates feeling empowered and encouraged to report safety concerns. Utz has an Open Door Policy for associates to raise concerns about safety directly through their supervisor, Human Resources, any Executive Officer, and our Corporate Compliance Officer. Our Open Door Policy enables associates to report any concerns during our safety program audits. The audits also solicit participation and feedback from hourly associates and assess their level of comfort about reporting safety concerns.

Additionally, associates and third parties can raise a concern anonymously through our toll-free and online Code of Conduct Hotline, available 24 hours a day, 365 days a year. We investigate, document, follow up, and address root causes of safety issues to avoid any further incidence of harm.



SITE-SPECIFIC RISK ASSESSMENTS

We operate a network of 15 manufacturing plants, in addition to our 184 other facilities, and the safety needs of each workplace differ. We assess the unique health and safety risks of each, and tailor our programs accordingly. Our risk monitoring strategy begins with job safety analyses — these include risk assessments that are designed to identify all possible causes of injury, from minor slips and trips to potentially more serious incidents resulting from vehicles or machinery. They also promote preventative action.

In 2022, we focused on evaluating and expanding our existing safety programs to better meet the needs of individual workplaces, with an emphasis on training and software solutions. We use an online safety and compliance software platform to record workplace safety events and manage our OSHA logs. Our safety trainings are provided in a variety of formats, including workgroup safety-topic debriefs, presentations, and a video library. We are currently evaluating options to implement health and safety-specific LMS for training and development in 2023.

AUDITING OUR SITES

We use rigorous internal and external audits to evaluate our management of health and safety issues. In 2022, we hired an independent partner to assess our manufacturing plants, providing an additional level of assurance to our routine internal audits. We audit our manufacturing plants every two years, or more frequently if there is any reason for concern. We also audit newly acquired plants promptly after they join the Utz family. This year, we randomly selected nine of our manufacturing sites for an audit.

The management team at each of our plants inspects their premises, equipment, workplaces, and work practices monthly. Management submits the results to our Health and Safety Oversight Team who track the information on our Manufacturing Safety Scorecard.

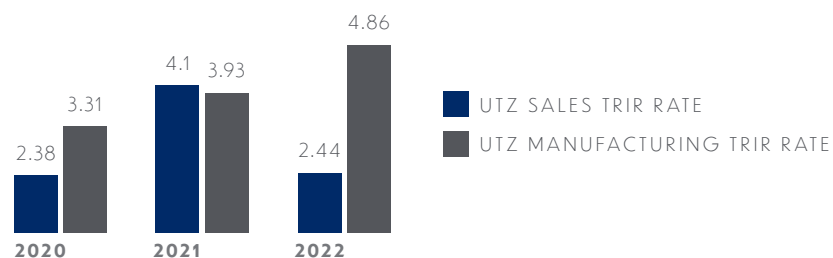
LEARNING FROM SAFETY METRICS

Our OHSS uses an evidence-based approach to understand how incidents occur and how they can be avoided. We track actual incidents through standard industry metrics, including Total Recordable Incident Rate (TRIR) and Days Away, Restricted, or Transferred (DART). We also record the cause of all injuries to understand which are the most frequent.

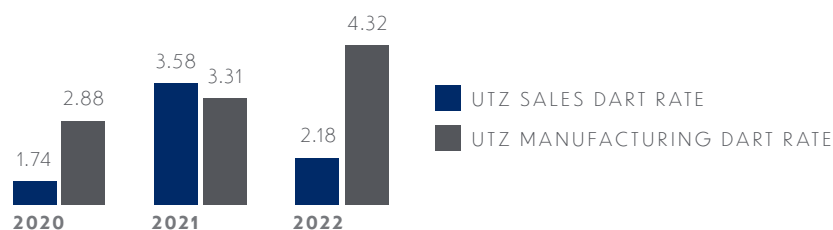
In addition to injury metrics, we use near miss reporting to identify potential risks in our manufacturing plants that may not be adequately managed by current procedures or equipment. We encourage full and open disclosure of these incidents by all our associates on a “no-fault” basis. We track our near miss reporting and issue One Point Lessons and Safety Alerts as needed.



TOTAL RECORDABLE INCIDENT RATE (TRIR) ¹	FY20	FY21	FY22
Utz Sales TRIR Rate	2.4	4.1 ²	2.4
Sales Industry Average TRIR Rate	4.9	5.4	Not available
Utz Manufacturing TRIR Rate	3.3	3.9 ³	4.9
Manufacturing Industry Average TRIR Rate	4.5	4.9	Not available



DAYS AWAY, RESTRICTED, OR TRANSFERRED RATE (DART) ¹	FY20	FY21	FY22
Utz Sales DART Rate	1.7	3.6 ²	2.2
Sales Industry Average DART Rate	4.0	4.0	-- ⁴
Utz Manufacturing DART Rate	2.9	3.3 ³	4.3
Manufacturing Industry Average DART Rate	3.5	3.5	-- ⁴



HEALTH AND SAFETY PERFORMANCE ANALYSIS

In 2022, our manufacturing TRIR and DART rates increased by 23.7% and 30.5%, respectively. This is due to acquisitions of new facilities and the work-related COVID cases that government policy requires we include in these safety metrics. Our sales teams reduced their TRIR and DART rates by 40.5% and 39.1%, respectively. This is largely due to a reduction in our workforce and our increased use of independent operators (IOs).

Our most frequent cause of injury incidents was strains, which encompasses a group of general injuries that result from factory activities. The other leading causes are shown in the chart to the right, and can be attributed to slips, getting struck by an object, and overexertion. We review this data monthly and share it with our Executive Leadership Team. In January 2022, we discussed the top three causes and mechanisms for injury prevention including safety awareness training with members of upper and midlevel management. During our Summer of Safety Campaigns, we include these findings to customize our training materials to address the greatest safety risks.

TOP CAUSES OF INJURY

Injury Cause	Incidence
Strain	101
Slip	35
Struck by Object	35
Overexertion	34
Repetitive Motion	29
Trip	29
Cut by Object	23
Struck Against Object	22
Fall to Lower Level	21
Caught in Equipment or Object	19

Our near miss reports highlighted risks from a variety of activities at our manufacturing plants. We acted on this early warning information by generating Safety Alerts and sharing them with the relevant workgroups potentially at risk of similar incidents.

¹ We split our TRIR and DART rates by sales and manufacturing because it reflects our organization's structure and the different risk level of each group.

² Restatement: Our 2021 Sales group numbers are updated to reflect an additional report we received.

³ Restatement: Our 2021 Manufacturing group numbers are updated to reflect revised hours worked.

⁴ 2021 is the most recent data published by the Bureau of Labor Statistics.



Human Capital

Our people are our greatest asset, and we continue to invest in taking care of them. We celebrate their successes, offer comprehensive benefits, and foster professional development. Woven through all our human resources activity is a commitment to diversity, equity, and inclusivity (DEI).

OUR THREE-YEAR DIVERSITY, EQUITY, AND INCLUSION STRATEGY

We encourage all our associates to show up as team members who prioritize kindness, respect, and empathy in their interactions. This fosters an inclusive workplace where belonging is valued and our associates feel empowered to be their authentic selves.

Our three-year strategy to advance DEI across the Company highlights goals, initiatives, and projects to guide and track our progress. In 2022, we established a new set of DEI goals, creating an actionable path toward achieving the culture we aspire to.



PARTNERING WITH EQUIVOLVE

In 2021, Utz partnered with Equivolve Consulting, a national social research and strategy firm that provided data-driven advisory services to help us advance equity. In the fourth quarter of 2021, we completed our work with them, which included the development of a three-year strategy focused on recruitment and retention, training, and associate engagement initiatives.

OUR EQUITY-FOCUSED OBJECTIVES, GOALS, STRATEGIES, AND MEASURES

Associate Engagement

- Engage current associates in conversations about company culture, expectations, and DEI
- Create employee resources groups

Recruitment and Hiring

- Diversify the Utz workforce through recruitment strategies and talent pipelines
- Mitigate instances of implicit bias in hiring process
- Standardize job titles and descriptions
- Establish representation goals for senior leadership

Compensation and Benefits

- Standardize pay grades/bands for all job types
- Benchmark Total Rewards offerings against industry norms and leaders, and conduct gap analysis

Professional Development

- Standardize job performance reviews
- Develop required training for leaders and create development plans
- Adopt an approach to leadership to be shared with and adopted by all leaders across the organization

Vision, Mission, Values

- Further develop these cultural beliefs and cascade across the organization

ASSOCIATE ENGAGEMENT

In 2022, our human capital strategy prioritized increased associate engagement. We engage our associates to understand the impact of our efforts and incorporate their feedback into our goals and strategies. Collecting this feedback helps us to better understand the specific needs of our workforce and efficiently focus our organizational efforts.

Our associate engagement starts during onboarding, when we request feedback on our hiring process – including any obstacles encountered – through an onboarding survey. We track our survey results so that we can identify opportunities for improvement.

We also seek feedback from associates through Utz’s Crunch Connection, our internal associate communication and engagement platform. This app helps us to connect with our associates, particularly those that do not have access to a computer during their workday. All our associate engagements and surveys help us to identify opportunities to improve.

To further enhance our performance culture, we introduced a more comprehensive performance review process encouraging engagement and communication of expectations. We worked with our Human Resources services partner, ADP®, to develop a performance review template that formalizes this process.

The new performance reviews reflect the **five ways of working** of our organization, which we believe are key to our success. In 2022, we rolled out these performance reviews to our senior leadership teams and will include all leadership levels in 2023.

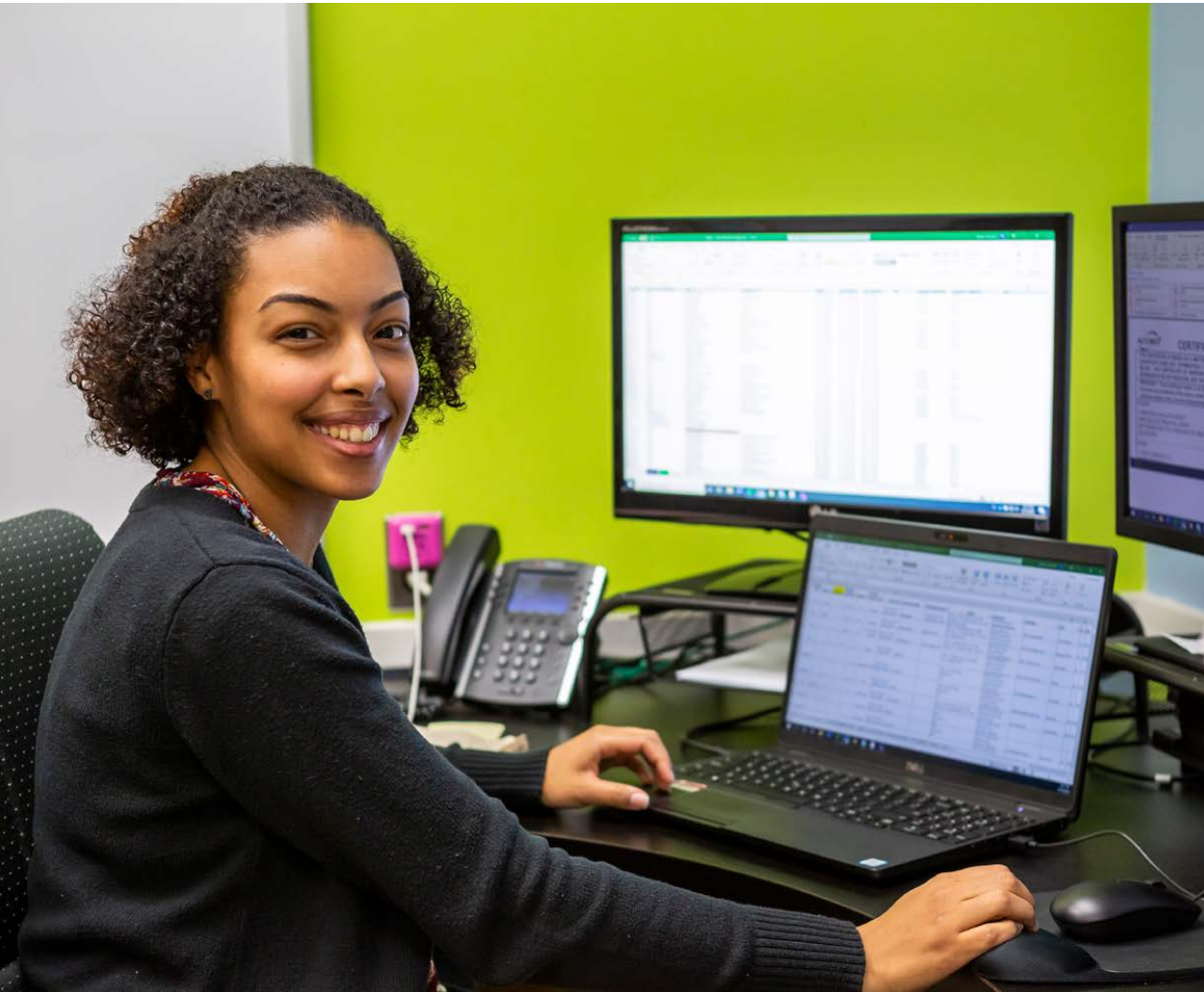


RETENTION PLAYBOOK

We created a Retention Playbook focused on improving associate retention at our manufacturing plants and distribution centers. We aim to improve the associate experience in the supply chain so that associates feel valued and share a sense of belonging to the Utz team. The Playbook includes additional orientation materials, a uniform policy, welcome bags, improved vending services, arcade games in breakrooms, and other initiatives intended to increase engagement and belonging.

ASSOCIATE TURNOVER		
	Total Turnover	Voluntary Turnover
Utz ¹	46.5%	36.0%
Nondurable Goods Manufacturing Industry Average ²	48.5%	34.4%

¹ January – December 2022
² Data from the Bureau of Labor Statistics January – December 2022



UTZ WOMEN'S MENTORING GROUP (UWMG)

The UWMG was founded in 2014 to provide opportunities for women to achieve personal growth and develop leadership skills in a nurturing environment. The UWMG was the first Employee Resource Group at Utz. The UWMG has four committees which focus on Educational Advancement, Associate Engagement, Mentorship, and Philanthropy.

In 2022, the UWMG planned and executed three scavenger hunts to encourage associate engagement and hosted mentoring events across the organization. They also conducted two Amazon Smile virtual charity events, raising funds for the Pennsylvania Breast Cancer Coalition.



THE UTZ INCLUSION AND DIVERSITY COUNCIL (UIDC)

In 2022, we established Utz's Inclusion and Diversity Council (UIDC) with the goal of educating our associates about DEI topics. This cross-functional council was the next step in the Company's DEI journey. We have over 59 associate volunteers involved in UIDC, and the team is growing. The council meets twice a month to ensure that DEI continues to be integrated into all aspects of our business.

Our UIDC will play a vital role in driving progress towards our long-term DEI objectives, and in our work to create an increasingly equitable, diverse, and inclusive workplace.



Recruitment & Hiring

DIVERSE HIRING

We depend on a robust talent pipeline, including candidates with a wide range of skills and experience, to meet the needs of our business. A diverse workforce enhances creativity and problem-solving, brings a wide variety of perspectives, and helps to create a collaborative community. The ways in which we achieve diverse and inclusive hiring are:

Partnership

- We partner with colleges and workforce development organizations to build and expand our apprenticeship, seasonal, and internship programs; arrange on-site student informational sessions and tours; and more effectively recruit from college career fairs. We will continue to seek new approaches, such as a potential partnership with Community Work Instruction, a program that facilitates on-the-job training for individuals with disabilities.

Recruitment

- Our job opportunities are posted on a wide array of diversity-focused job boards and with many outreach agencies. We also partner with recruiting firms that specialize in delivering diverse candidate slates including veterans, military spouses, women, BIPOC (Black, Indigenous, People of Color), people with disabilities, and other historically underrepresented and marginalized groups. In 2022, we began using social media recruiting through LinkedIn Recruiter to increase brand awareness among a larger, more diverse candidate pool.

DIVERSITY PERFORMANCE

We are encouraged by the progress we made in 2022 toward increasing representation of women in senior leadership at Utz, including Executive Vice Presidents, Senior Vice Presidents, Vice Presidents, Senior Directors, and Directors. In 2022, 25% of leaders were women, an increase of more than 53% from 2021. We are proud to have more women in decision-making roles in our Company. In the same period, the representation of people of color¹ in senior leadership positions increased by 11.9% to 7.5%, representing a 57% increase since 2020. We believe our DEI strategies, including recruiting, onboarding, and training, have made, and will continue to make, a positive impact on diverse representation at our senior leadership level.

GOALS BY 2025

 **30%** Women In Leadership

 **10%** People of Color in Leadership

In 2022, we set goals for gender and racial diversity to hold ourselves accountable in the short term. In the long term, we will continue to work toward reflecting the demographics of the United States in our leadership and setting actionable goals along the way to achieve this.

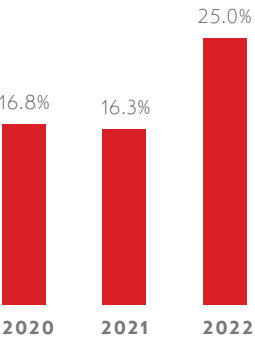
¹ People of color (POC) includes those that self-identify as American Indian/Alaskan Native, Asian, Black, Latino, Native Hawaiian/Pacific Islander, and/or two or more races.



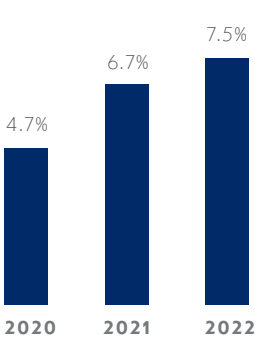
Senior Leadership¹

Gender Diversity in Senior Leadership				People of Color in Senior Leadership ²			
	2020	2021	2022		2020	2021	2022
Male #	89	113	120	White #	102	126	148
Female #	18	22	40	POC #	5	9	12
Total	107	135	160	Total	107	135	160
Male %	83.2	83.7	75.0	White %	95.3	93.3	92.5
Female %	16.8	16.3	25.0	POC %	4.7	6.7	7.5

WOMEN IN SENIOR LEADERSHIP %



POC IN SENIOR LEADERSHIP %



¹ Those with titles of Executive Vice President, Senior Vice President, Vice President, Senior Director, and Director

² Includes all races except White

³ Those who have other associates reporting directly to them and can range in title from Supervisor to CEO

⁴ All active associates (full-time, part-time, and seasonal) except temporary workers

⁵ Restatement: Last year's Report included incorrect data for the racial diversity of our associates. We have updated the data to accurately reflect the demographics of our associates.

⁶ Data from the United States Census Bureau as of July 1, 2022

People Leaders³

Gender Diversity in People Leaders			People of Color in People Leaders		
	2021	2022		2021	2022
Male #	301	310	White #	328	344
Female #	101	104	POC #	64	58
Not Specified #	0	0	Not Specified #	10	12
Total	402	414	Total	402	414
Male %	74.9	74.9	White %	81.6	83.1
Female %	25.1	25.1	POC %	15.9	14.0
Not Specified %	0	0	Not Specified %	2.5	2.9

Total Utz Population⁴

Gender Diversity in Total Utz Population			People of Color in Total Utz Population		
	2021	2022		2021 ⁵	2022 U.S. Population 2022 ⁶
Male #	2,385	2,381	White #	2,163	2,136
Female #	1,351	1,376	POC #	1,419	1,471
Not Specified #	6	44	Not Specified #	160	194
Total	3,742	3,801	Total	3,742	3,801
Male %	63.7	62.6	White %	57.8	56.2 58.9
Female %	36.0	36.2	POC %	37.9	38.7 41.1
Not Specified %	0.3	1.2	Not Specified %	4.3	5.1



Professional Development

LEARNING MANAGEMENT SYSTEM

At the end of 2022, we implemented a new LMS. This platform provides our associates with access to over 70,000 online courses covering a wide range of topics, including leadership, a variety of business skills sets, and DEI topics.

Prior to the end of 2022, we did not formally track training hours. In 2023, the LMS will collect associate training data which we plan to include in our reporting. In 2024, we plan to track all training hours internally and externally.

SUPPORTING OUR LEADERS

In 2022, we launched our Leadership Development Program, a monthly learning program that covers a wide range of topics, including effective communication, ethical management, credibility building, diversity and inclusion, and efficient completion of business goals.

Expanding on this, in 2023, we are planning to introduce mandatory quarterly supervisory training focused on corporate policies, leadership qualities, and promoting a strong corporate culture. We believe that this training will help our leaders to develop enhanced people management skills, resulting in even better support for our associates, and ultimately driving our future success.

COURSES ROLLED OUT TO ALL LEADERS IN 2022

Course	Completion Rate
Key Leadership Qualities	100%
Code of Conduct Part 1	100%
Code of Conduct Essentials	100%
Unconscious Bias	100%
4 Communication Skills Everyone Needs	100%

TUITION REIMBURSEMENT

One of the ways we support the continued development and education of our associates is through our Educational Assistance Program, which reimburses our associates’ educational costs. Our program offers up to \$5,250 in reimbursement per calendar year, with a lifetime maximum of \$20,000.

EXECUTIVE COACHING PROGRAM

Our Executive Coaching program was created in 2021 to invest in exemplary associates. The program offers Executive Coaching focused on leadership development, and online classes specific to individual needs, goals, and interests. In 2022, our Executive Vice Presidents chose seven associates for the program, bringing our total program participation to 14. Our goal is to appoint at least 30 new executives through the Executive Coaching Program in the first five years.



Benefits

PROMOTING HEALTH THROUGH UTZ'S HEALTH CARE CLINIC

Promoting the health and well-being of our associates is a key part of our benefits package. We accomplish this by offering access to healthcare plans, clinics, and wellness benefits.

Utz supports our full-time associates, their spouses, and dependents by providing comprehensive health coverage and access to a wellness rewards program that encourages healthy behaviors. Participants can earn gift cards for completing annual physical assessments and engaging in healthy activities – potentially reducing their weekly premiums. Additionally, associates participating in the Utz Healthcare plan can access telehealth benefits, including general medicine, dermatology, and mental health services.

Associates who are members of our Hanover Plan can use our Health Care Clinic, provided by a third-party vendor. This on-site primary care clinic provides free care to approximately 2,000 people annually. The clinic offers visits for acute and chronic care, as well as many services for holistic primary care. In addition, the clinic provides lab services, diabetic testing supplies, and other services to identify and treat health needs. We have a second Health Care Clinic in Burn, IN. We additionally offer several reduced-rate care programs including joint replacement, mammograms, and complex care management to eligible associates.



Our approach promotes overall wellness among our associates. In Hanover, PA, we are particularly proud of our gym facility, which celebrated its ten-year anniversary in April 2022. This state-of-the-art gym offers a variety of classes, free weights, and other amenities to encourage our associates to prioritize their physical and mental well-being. We also help our associates make informed choices by offering a tobacco cessation coaching program for those seeking support to end nicotine use.





ASSOCIATE ENGAGEMENT WITH WELLNESS OFFERINGS

Resource	Associate Use (%)
Employee Assistance Program	11%
On-site Hanover Gym	38%
Tobacco Cessation Program	7% of tobacco users
Wellness Rewards Program	26% onboarded

SUPPORTING MENTAL WELLNESS

Our Employee Assistance Program (EAP) is a key component of our preventative mental health care offerings. All full-time and part-time associates, as well as their dependents and spouses, are eligible for up to three thirty-minute counseling sessions annually. The sessions cover financial, legal, and mental wellness topics. We also provide access to eMLife, a platform with mental wellness support groups with mindfulness sessions. In addition, we offer unlimited work-life balance assistance counseling sessions.



CareBridge is an additional resource for associates with family-related needs such as childcare, eldercare, and mindfulness. In 2023, we will launch Healthy Minds, a campaign to reduce the stigma around mental health and rebrand mental wellness as a point of strength. We're investing in preventative mental health, as well as working to create more awareness about mental wellness.

LEARNING ABOUT BENEFITS

At Utz, we believe it is essential that we break down the barriers to, and social determinants of, health. In 2022, we made it easier for all associates to learn about health benefits on our My Healthy Utz website.



Our Health Care Navigator platform for full-time associates provides additional information and resources related to their health conditions and how to pay bills. To educate new hires on the benefits offered in Utz's healthcare services, we provide a benefits guide and video. Our healthcare plan members can also benefit from a pharmacy advocacy program that allows them to seek guidance on medication-related queries such as side effects and medication information.



Community Support

Since our founding, Utz has adopted a guiding principle of giving back to our local communities. As we grow, so does our ability to support even more individuals and organizations in the communities where we live and work. We contribute through financial donations, employee volunteering efforts, and in-kind support – all to help build more resilient communities.

UTZ CHARITABLE CONTRIBUTIONS COMMITTEE

In 2022, we created the Utz Charitable Contributions Committee to develop a more strategic approach to our philanthropy. Centralizing our giving efforts will improve our focus on key impact targets and align our community investments with our corporate giving priorities.

UNITED WAY



LIVE UNITED

Since 2008, Utz has been a partner to the United Way, a non-governmental organization that is one of the world's largest privately funded charities tackling the world's most pressing social challenges. In 2022, Utz and Utz associates participated in an internal United Way campaign that generated over \$56,000 to advance education, health, and other community needs.



SUPPORT FOR FARM RESEARCH

We support farmers by funding and contributing to industry and educational outlets, including those conducting research, to optimize soil health, improve crop yields, and support business education. In 2022, we committed \$100,000 to these initiatives.

We continued our support of Potato USA, which offers cooperative services and educational subsidies at the college and university level. We also provided several colleges and universities, including Cornell University, Michigan State University, and Penn State, with financial assistance in support of agricultural research, including potato production.

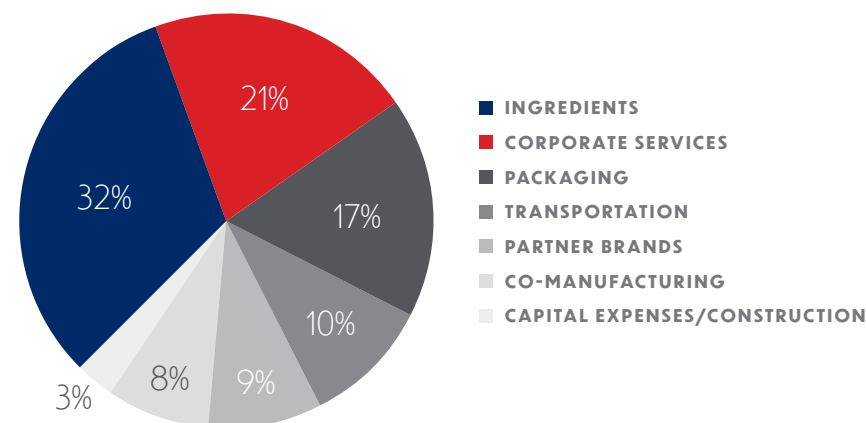
Supply Chain Responsibility

We believe responsible corporate stewardship extends beyond our operations. We work closely with our suppliers and partners across our supply chain to ensure that our products are procured, produced, and transported in line with our social and environmental conduct standards. We implement robust policies and procedures to manage risks and meet the expectations of our stakeholders.

BREAKING DOWN OUR SPEND

Analysis of our supply chain procurement by spend category informs our initiatives addressing cost management, risk management, and strategic sourcing opportunities. Our primary agricultural suppliers represent 32% of our total procurement spend. Of these, an estimated 99% are based in the United States and Canada. Some of our cooking oils, spices, flavorings, and packaging materials are sourced from outside of North America.

UTZ'S PROCUREMENT CATEGORIES BY SPEND



ENSURING RESPONSIBLE CONDUCT

Our approach to supplier relationship management is designed to hold ourselves and our suppliers accountable by ensuring that our suppliers meet our ethical standards, comply with laws and regulations, and manage risk. One of the key elements of our approach is our **Supplier Code of Conduct**, developed in 2022. The Code covers business ethics, food safety, environmental stewardship, and human rights, in addition to prohibiting suppliers from engaging in practices that lead to deforestation or biodiversity loss. Read more about this in **Sustainable Agriculture**.

As part of the Code, Utz reserves the right to conduct announced and unannounced third-party on-site audits of supplier facilities. We also periodically visit farms, and, in 2022, we visited potato growers in Washington and Michigan.

The Code is available on our website and is being integrated into new or updated supplier contracts. In 2023, our key suppliers will receive and be required to certify compliance with our Code.



Planet

Our business has a range of environmental impacts, primarily associated with our manufacturing and distribution operations.

In 2022, we completed environmental compliance audits, measured and disclosed our Scope 1 and Scope 2 carbon emissions, installed LED lighting, and built out more robust waste management systems.

THIS SECTION COVERS:

[ENVIRONMENTAL MANAGEMENT >](#)

[CLIMATE IMPACT >](#)

[WASTE AND WATER >](#)





Environmental Management

The main environmental impacts of our production processes are energy and climate impact, water use and discharges, and waste and recycling. The materiality assessment we conducted in 2022 helped us to establish appropriate performance metrics and prioritize environmental management activities.

Environmental Compliance

We take our responsibility to comply with all federal, state, and local regulations seriously, and we act quickly to remedy any instances of non-compliance. For all applicable facilities, our environmental compliance program tracks and manages:

- Wastewater
- Stormwater
- Emissions to air
- Waste, including hazardous waste
- Storage tanks and related management
- Environmental disclosure

In 2023, we will establish an environmental management system to help us identify and implement consistent impact reduction opportunities, going beyond what compliance requires.

NOTICES OF VIOLATION

In 2022, we received six notices of violation (NOV) for environmental matters:

- One of these NOVs was related to a failure to submit an analytical report. As soon as we were made aware of the issue, we took immediate steps to remedy it and ensure future compliance by internally assessing and reconfirming reporting responsibilities. Utz paid a \$500 fine for this violation.
- One of the NOVs was related to an off-property leak caused by wastewater escaping from an edible waste trailer. Once the leak was identified, we reported it to the authorities, took steps to prevent further leakage, and cleaned up the material with a spill response contractor.
- Four of these NOVS were related to wastewater exceedances at sites where the local municipal wastewater authority applies surcharge fees for processing higher-strength wastewater.

We will continue our training, monitoring, and auditing efforts to prevent future violations.

ENVIRONMENTAL AUDITS

Our Compliance Department conducts comprehensive on-site audits of manufacturing plants on a regular basis. Our Facilities Department also periodically audits warehouses and DCs, which pose a lower compliance risk.



10 Core Fundamental Principles

Utz's Ten Core Fundamental Principles are the activities targeted to reduce our environmental impact across our operations. These activities guide our actions in four categories: energy, transportation, waste, and recycling.

- 1 Reuse and recycle cardboard boxes multiple times and recycle paper in our offices
- 2 Recycle excess packaging stocks
- 3 Utilize both highly recyclable polyethylene terephthalate (PET) 1 and low-density polyethylene (LDPE) 4 plastics in our packaging
- 4 Recycle and remediate cooking oils used to produce snack food products
- 5 Repurpose food waste into animal feed for local community farmers
- 6 Conduct regular portfolio rationalization to reduce and remove inefficient product lines and individual items
- 7 Optimize water use in our facilities through a regenerative process and support business partners, such as potato growers, to limit water use
- 8 Make efficiency investments in our facilities, which include the use of LED lights and solar panels in select facilities
- 9 Continually evaluate our shipping methods and means of loading shipping trailers, including finding innovative ways to ship more products on fewer trucks
- 10 Work with our transportation team and distributors to identify the best, most efficient routes to avoid traffic, reduce idling time, and generate the most efficient retail trips through route mapping

Climate Impact

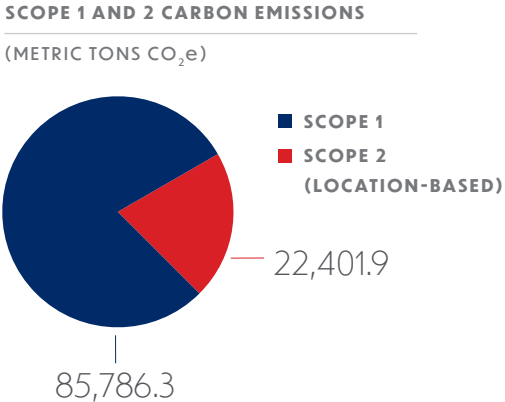
Climate change threatens our planet’s natural systems, including agricultural production and society as a whole. Extreme weather, shifts in precipitation patterns, and degraded soil health all contribute to this threat. Our business relies heavily on agricultural production, and, as a result, we take our role in reducing greenhouse gas emissions seriously. Having established our Scope 1 and Scope 2 emissions baselines in 2022, we are working towards an emission reduction strategy.

GHG EMISSIONS

In 2022, under the guidance of our ESG Committee, we calculated our Scope 1 and Scope 2 GHG emissions for the first time. This established our emissions baseline of 108,188 metric tons of carbon dioxide equivalents (CO₂e).

SCOPE 1 AND 2 CARBON EMISSIONS (METRIC TONS CO ₂ e)	
Scope 1	85,786.3
Scope 2 (Location-based)	22,401.9
Total Scope 1 and 2 emissions	108,188.2

EMISSIONS INTENSITY (METRIC TONS CO ₂ e/\$ MILLION REVENUE) ¹	
Emissions Intensity	80.3

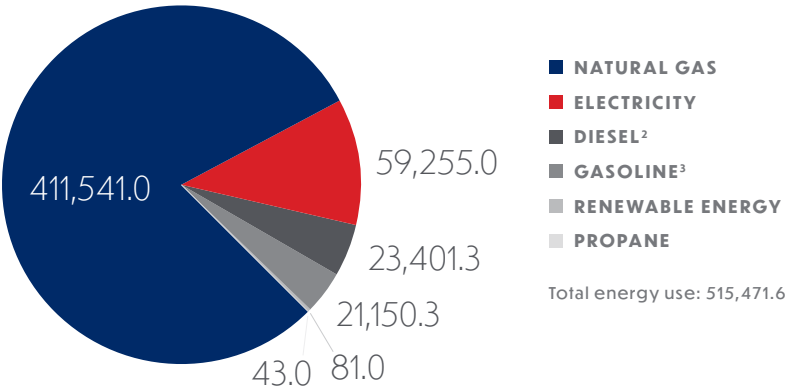


ENERGY MANAGEMENT

In 2022, Utz’s primary static energy sources – natural gas and electricity – accounted for 91% of our total energy use. Our mobile distribution sources – diesel, gasoline, and propane – accounted for 9% of our total energy use.

In 2022, we piloted a new digital ESG management platform to help us better monitor our energy usage across our DCs and manufacturing plants. We purchase our electricity from local grids and have not purchased additional renewable electricity beyond that embedded in our local utility’s generation mix.

SCOPE 1 AND 2 ENERGY USE 2022 (MWh)



¹ Our revenue is adjusted to exclude one acquisition and one closed site in FY22. Our adjusted revenue is \$1.347 billion.
² Diesel conversion factor: 1 gallon = 0.0407 MWh
³ Gasoline conversion factor: 1 gallon = 0.0351 MWh



Case Study

Our First Solar Installation

We installed solar panels at our DC in West Deptford, NJ in 2011 – our first capital investment in renewable energy. The panels produce enough energy to cover all the power needs of the facility – 80.8 MWh in 2022 – and the excess is sold back to the local electricity grid. This initiative reduces GHG emissions while generating revenue.

ENERGY EFFICIENCY

One of the major ways we can reduce our environmental footprint is by increasing energy efficiency in our plants, our offices, and throughout all our operations. As we grow and invest in new manufacturing plants, we are seeking opportunities to upgrade them to more energy-efficient equipment. Over the past few years, we have been transitioning our HVAC (heating, ventilation, and air conditioning) systems to more energy-efficient alternatives. We also updated our lighting to LED bulbs, which last up to 25 times longer and use up to 90% less energy. In 2022, we installed over \$190,000 worth of new LED lighting, which saved around 417,963 kWh of electricity. In 2023, we plan a further \$250,000 worth of lighting upgrades.

ENERGY INTENSITY 2022⁴

Emissions Intensity (MWh/\$ Million revenue)

382.7

Case Study

Innovating at Kings Mountain

At our Kings Mountain, NC plant, we began manufacturing on newer assets, including state-of-the-art technology in 2022. The new equipment is reducing energy consumption at the plant and increasing production. As we recapitalize in future locations, we will aim to ensure that new assets are inherently more efficient than those they replace.

⁴ Our revenue is adjusted to exclude one acquisition and one closed site in FY22. Our adjusted revenue is \$1.347 billion.

Transportation and Logistics

We use a network of DCs and DSD locations to transport our products from our manufacturing locations to our retailers around the country – ultimately getting snacks into the hands of our customers. While a limited amount of our shipping in the Hanover region is completed using our owned fleet of around 35 trucks, the remainder – primarily from our DCs and DSDs – is completed with IOs who provide their own vehicles and third-party trucking.

We are reducing the environmental impact and cost of our shipments by maximizing packaging efficiency and optimizing truck loading. In 2022, we began using full truckload shipments instead of partial truckloads with our owned fleet in the Hanover region, reducing our per-shipment emissions.

We are in the process of transitioning our associates that drive to become IOs and as a result, expect to have significantly lower fuel usage in the coming years as part of our Scope 1 emissions. We also optimize routes for independent drivers to ensure fuller truckloads and reduced driving time. Looking ahead, we are exploring the use of lower-emissions vehicles for our owned vehicles.

For cross-country shipments, we partner with Flock Freight, a shared truckload service provider that combines our products with those of other companies to fill each truck to capacity. Using Flock Freight allowed us to save an estimated 350 metric tons of CO₂e in 2022.

In 2020, we began expanding our use of Intermodal Shipping – using multiple modes of transport to reduce emissions and cost. Intermodal Shipping allows us to take advantage of lower-emissions shipping by rail as a segment of the overall journey, where possible. We typically shift from truck to rail for segments exceeding 650 miles. In 2022, we increased Intermodal Shipping by 500% compared to 2021. We facilitated this by allowing longer shipment time frames to accommodate transfers between modes and by increasing the number of intermodal carriers from one to four. Intermodal Shipping produced estimated savings of 2,122 metric tons of CO₂e in 2022 and roughly 208,000 gallons of diesel.



Waste and Water

As a food manufacturer, we rely on natural resources needed in agriculture and production, including water. We are committed to being responsible stewards of these natural resources and apply this principle to management of our waste and water use.

WASTE DIVERSION

Our goal is to minimize waste at the source and reuse or recycle materials where possible. As a last resort, we dispose of waste in compliance with federal, state, and local regulations. Our landfill diversion practices cover a broad range of our waste materials:

- Packaging materials – sorting and reusing cardboard cartons and recycling plastics (see **Packaging** section)
- Food waste – separated and sent to animal feed suppliers at Utz manufacturing locations
- Used cooking oil – sold for reprocessing
- Potato starch – sold for industrial uses
- Wastewater solids – sent for incineration with energy recovery and, at three sites, used as field fertilizer

Of the 8,573 tons of general waste Utz generated in 2022, we diverted 38% from landfill through recycling. Additionally, we diverted 6,255 tons of food waste from landfill for use as animal feed.

WASTE DISPOSAL		
Type of Waste	Destination	Amount (Tons)
General waste	Landfill	5,317.8 ¹
	Recycled	3,255.5
Food waste	Repurposed for animal feed	6,254.9

Case Study

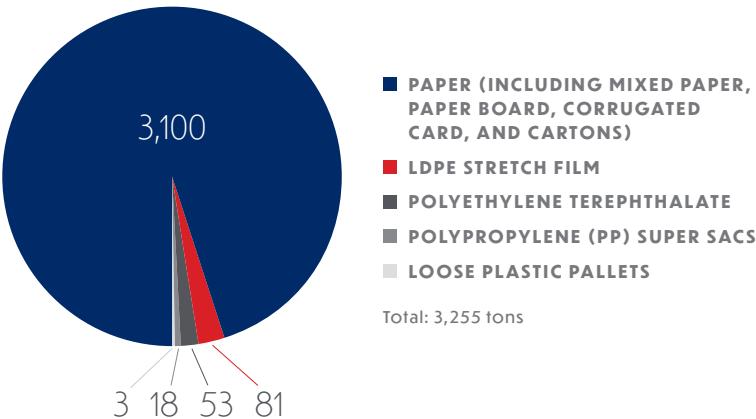
Diverting Food Waste to Animal Feed

In 2022, we took steps to reduce the impact of our waste through our program to divert food waste to partners that repurpose it into animal feed. Our partner collects our outdated, off spec, or unusable products and raw materials from seven of our manufacturing plants. These items are removed from their packaging and then reprocessed into animal feed for livestock. Through this initiative, we were able to redirect approximately 6,255 tons of our food waste to animal feed and away from landfill.

DISTRIBUTION MATERIAL RECYCLING

Part of our waste minimization strategy includes recycling packaging materials used in our DCs.

2022 MATERIAL RECYCLING (TONS)



¹ Some of our waste management providers do not track the weight of waste because this technology is not available in all locations. We estimated this number based on the frequency of pickups and size of containers, applying guidance from the **Environmental Protection Agency**.

WATER MINIMIZATION

In 2022, our total water withdrawal was 706,358 m³. We are reducing our water use through infrastructure upgrades and on-site water recycling. Examples of processes where we recycle water include:

- Water used in our flume system, which transports potatoes as they move through processing
- Water used for potato peeling and de-starching in our infrastructure

706,358

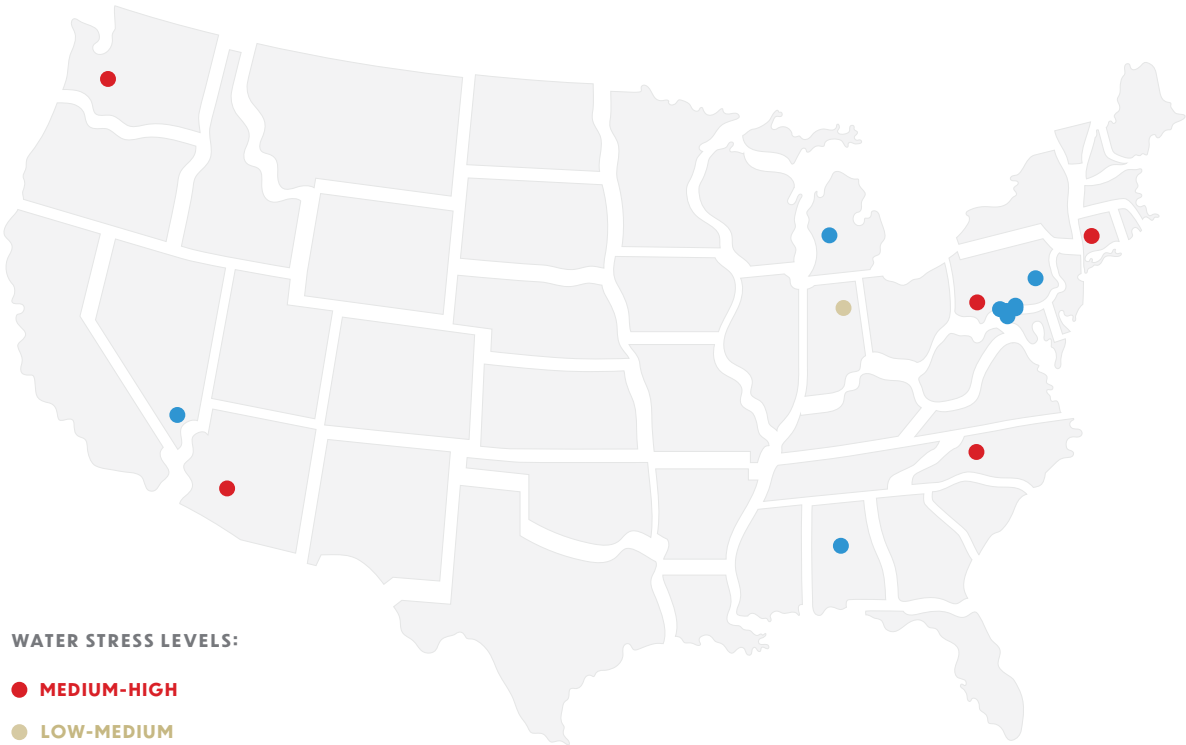
2022 WATER WITHDRAWN (m³)

Based on data in the **World Resources Institute’s Water Stress Tool**, we have determined that we have no facilities in high or extremely high water stress areas where more than a quarter of freshwater is withdrawn. We will be focusing our water efficiency measures at five of our sites that are in areas of medium-high water stress.

The tool indicates that, of our sites:

- Five are in areas of medium-high (20% – 40%) water stress
- One is in an area of low-medium (10% – 20%) water stress
- Nine of our sites are in areas of low (less than 10%) water stress

WATER STRESS TOOL



WATER STRESS LEVELS:

- MEDIUM-HIGH
- LOW-MEDIUM
- LOW



Products

Never content to settle for “good enough,” we continually create and bring to market exciting and tasty new products and flavors. We combine product innovation, our team’s creativity, and stringent safety measures to develop new, high-quality products that exceed our customers’ expectations.

In 2022, we experienced zero product recalls, included recycled content in some of our product packaging, and generated capital savings from our cardboard reuse program.

THIS SECTION COVERS:

[PACKAGING](#) >

[PRODUCT QUALITY, SAFETY, AND TRANSPARENCY](#) >

[SUSTAINABLE AGRICULTURE](#) >





Packaging

Our product packaging is essential to keep our products safe and fresh, and to provide information about nutrition and recycling. We are constantly exploring ways to decrease the amount of material used in all of our packaging formats.

Product Packaging

We use a variety of materials and formats to package our products. Our main packaging formats are flexible, mixed-material film packets and rigid, clear plastic barrels.

FLEXIBLE, MIXED-MATERIAL FILM BAGS

We use flexible film bags to package most of our snacks. We make them in various sizes from a laminate of polypropylene (PP) plastic film with an inner metal layer to preserve freshness and extend product shelf life. This type of bag is not readily recyclable in most regions due to the mixed laminate material. Innovations we are assessing for film packets include a switch from a 90-gauge film to a 70-gauge film. This change would reduce the weight of the film we use by approximately 22% per year.

RIGID, CLEAR PLASTIC BARRELS

We use rigid, clear plastic barrels for products including cheeseballs, pretzels, snack mixes, and more. These are made from polyethylene terephthalate (PET) and are readily recyclable in many locations.

In line with our sustainability and cost objectives, we are exploring options to reduce the weight of our current barrels by utilizing less materials. Additionally, we are actively evaluating the benefits of transitioning from our current round shape. This shift would optimize the number of barrels that can fit in each carton, minimizing transport and retail shelf space, and ultimately decreasing the number of trucks used for transportation.

We regularly assess the technical and economic feasibility of incorporating more sustainability features into our packaging specifications. Some examples include utilizing post-consumer recycled materials and removing the metal layer from flexible film packaging. However, we are not able to implement all innovations due to the delicate nature of our products and other factors such as cost, preserving product freshness, and other performance requirements. The packaging innovations under consideration have the potential to achieve significant material and financial savings annually. We will report on the progress for our go-forward plan in our 2023 ESG Report.

2022 PRODUCT PACKAGING		
Material	Total weight of packaging (Tons)	Recycled Content (%)
PP	6,264.9	0%
PET	6,508.6	0%
Corrugate	19,200.4	40%
Total	31,973.9	24%



Distribution Packaging

Our main distribution packaging comprises cardboard cartons and trays, wood pallets, and flexible PE shrink wrap.

CARDBOARD CARTONS

Our cartons are made from recycled paper, and we are actively working towards circularity for our use of this high-volume material. Our system relies on the participation of our IOs to maximize reuse and recycling.

The IOs delivering our products to stores are encouraged and financially incentivized to collapse the cartons and bring them back to our DCs or distributors for reuse. The returned cartons are checked for condition, and the undamaged boxes are reused. Cartons that do not meet our condition standards are bailed and sent to a paper recycler. Cardboard cartons are reused an average of 2.5 times before being recycled, significantly extending a typical, single-use lifespan, as well as generating savings for reinvestment.

CARDBOARD CARTON REUSE AND RECYCLING

Processing	Number of Cardboard Cartons
Sorted	8,927,613
Reused	7,562,054
Recycled	1,365,548

FLEXIBLE POLYETHYLENE PLASTIC WRAP

Cartons coming into our facilities are often secured to pallets with a flexible polyethylene (PE) wrap. We bail the waste PE wrap and send it to be recycled – approximately 282 tons in 2022. To simplify transportation and minimize damage, we also apply the wrap to our outgoing product pallets. We do not receive this wrap back for recycling, however, many of our major supermarket customers have the capacity to recycle flexible PE. Some of our smaller retailers may not have the same storage or recycling capabilities, so some of this material will be disposed of with general waste to landfill.



Product Quality, Safety, and Transparency

Food safety is critical, not only to our business, but to our customers, shareholders, and other stakeholders. We take pride in offering snack foods that are delicious and meet safety and transparency standards. We also provide comprehensive nutritional information on our packaging and website, empowering our customers to make informed decisions about their snacking choices.

ASSOCIATE TRAINING

We make food safety education a top priority with extensive training for senior team members working in safety-critical areas. This includes personal hygiene, foreign material prevention, good manufacturing practices, allergen management, and regulatory compliance. To guarantee that our associates are well-versed in these areas, we conduct both in-person and virtual training sessions, followed by testing to ensure comprehension of the material. We also provide annual refresher training to help our associates stay up to date with evolving best practices and regulatory requirements.

SUPPLIER SCREENINGS

To uphold our commitment to product safety, we have implemented a rigorous set of practices to make sure our customers can enjoy our snacks with peace of mind. This includes conducting thorough supplier screenings, facility and product testing, and reviewing supplier audits. It is imperative that our customers feel confident in choosing our snacks, and our commitment to safety is just one of the many ways we strive to earn and maintain customer trust.

Before they can be onboarded, all Utz's raw material suppliers must be fully Safe Quality Food (SQF) certified or Brand Reputation through Compliance certified — food safety standards recognized by the **Global Food Safety Initiative (GFSI)**.

GFSI is an independent third-party organization that brings together food manufacturers and retailers to create harmonized food safety standards. To remain compliant, suppliers must provide third-party audit results annually. Additionally, our primary agricultural suppliers are required to regularly submit to a U.S. Department of Agriculture (USDA) Good Agricultural Practices (GAP) audit.

The FDA Food Safety Modernization Act (FSMA) regulates the way in which foods are grown, harvested, and processed to prevent food-borne illnesses before they occur. We vet our foreign suppliers according to FSMA's Foreign Supplier Verification Program to ensure all of our imported ingredients, such as canola oil, meet our high standards. Our facilities are also registered under FSMA's Bioterrorism Act which aims to protect the public from a threatened or actual terrorist attack on the U.S. food supply.

FACILITY AND PRODUCT TESTING

We follow all industry, U.S. Food and Drug Administration (FDA), and U.S. Department of Agriculture (USDA) food safety requirements, including the FDA's Food Safety Modernization Act (FSMA). Additionally, all Utz manufacturing plants and production processes comply with GFSI, and Utz manufacturing operations are fully SQF certified. For the past three years, all Utz facilities utilizing SQF have received an 88% score or higher, with an average score of 94% achieved in 2022. In 2023, all facilities will be transitioned to only SQF certification.

As required by industry regulations, we test all our products for contaminants during the quality control process. We use automatic metal detection as the primary method to identify and remove foreign material. We also perform equipment testing after cleaning to ensure all allergenic residue has been removed. For gluten-free products, we test the raw materials and finished products. Any product flagged for concern is removed from the production line for additional checks.



THE QUALITY AND FOOD SAFETY SHIELD

This is our pledge to our consumers, customers, and the Utz Brand. We launched it at each facility to highlight our commitment to quality and food safety.



I will follow our standards.

I will protect the product.

I will hold myself accountable.

I will speak up.

AUDITS

Our facilities are audited regularly to ensure adherence to food safety regulations, including:

- Every 2-5 years by the FDA
- Annually by state regulators during unannounced visits in most states
- Annually by an independent third-party for GFSI compliance

In 2022, among 25 total audits completed of our facilities, we received one notice of violation related to the potential for allergen cross-contamination at one site. The facility immediately enhanced its cleaning procedure, eliminating the potential for cross-contamination.

In 2022, no products were recalled from the market.

zero PRODUCT RECALLS
IN 2022

Product Transparency

Access to clear and comprehensive information about nutritional content and potential allergens in our products is important for our customers and for compliance. That’s why all our packs contain the legally required nutritional and allergen information, as well as additional markings indicating if the product contains non-genetically modified organisms (non-GMO) or is organic.

Our diverse portfolio includes Gluten-Free, Non-GMO, No Salt, and other product attributes designed to meet a variety of customer wants and needs.

To make this information as accessible as possible, we strive to ensure that it is clearly presented on our packaging and that our labels are promptly updated whenever necessary. We understand that consumers may have limited time to study labels while shopping, so we also strive to provide the same information on our website. To view this information, for select products, simply click the product image.

In addition to nutritional information, we also consider pack sizes to help customers with snack portioning. We offer products in individual snack pack sizes and variety packs, which are becoming increasingly popular in the industry.





Sustainable Agriculture

Agriculture is one of the world’s largest industries and a leading source of water use, greenhouse gas emissions, and biodiversity loss on a global scale. As a producer of food products, we recognize the importance of Utz’s role in promoting farming practices that prioritize the preservation of natural resources in our supply chain.

SUPPLY CHAIN RESILIENCE

Each year, our operations are exposed to extreme weather and natural events that pose risks to our suppliers’ crop yields. Fluctuations in precipitation and growing temperatures, such as droughts, floods, extreme heat, early or late frost, can have adverse effects on agricultural productivity and operations.

To manage these weather and climate-related risks, we employ a robust mitigation strategy. One key aspect is diversifying our supply chain by contracting with suppliers in different areas of the country. This allows us to spread the risk and minimize the impact of localized weather events on our overall production. We collaborate with multiple suppliers who adopt similar risk management practices, enhancing our resilience and ability to mitigate the effects of climate change.

RESPONSIBLE SOURCING

We work with several large potato growers that have established sustainability programs. Most of our ingredients are non-GMO, and we source a small proportion of organic ingredients. Organic and non-GMO growing practices support crop diversity and reduced pesticide and fertilizer use, promoting more resilient soil and biodiversity.

AGRICULTURAL INGREDIENTS

Attribute	Percentage of Total Sourced Ingredients
Organic	1%
Non-GMO	76%



Governance

Corporate governance is how we create and uphold a culture of high integrity, fairness, and transparency. It also guides our management of our environmental and social impacts. While our Executive Officers set expectations, we require buy-in across the business. We rely on all associates and Board of Director members to execute our values, maintain compliance, and behave ethically.

In 2022, we formalized our ESG governance framework, and increased associate awareness of our ethics-related resources.

THIS SECTION COVERS:

[CORPORATE GOVERNANCE >](#)

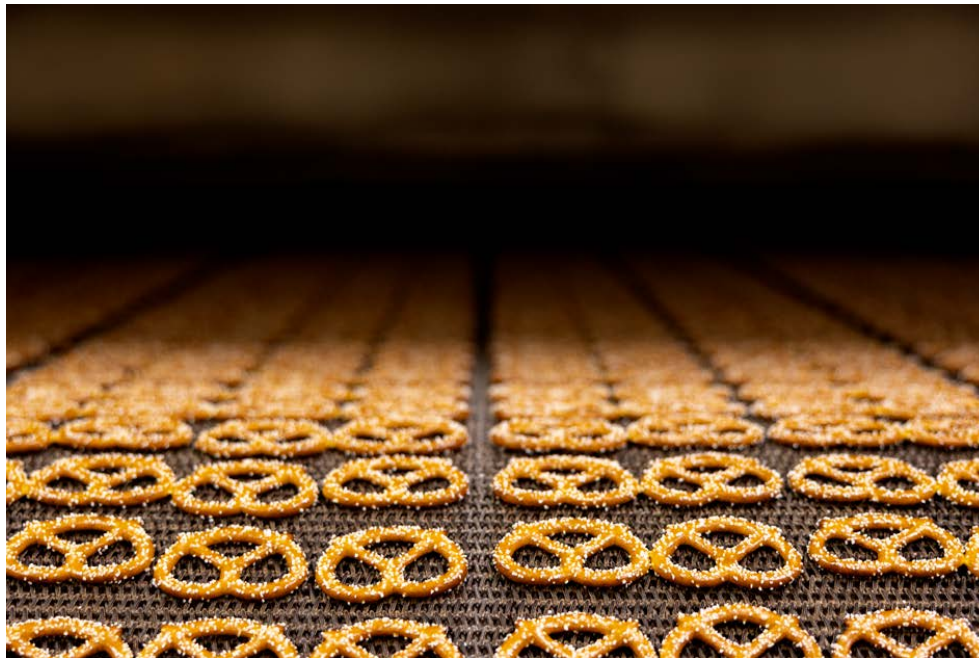
[BUSINESS ETHICS >](#)

[ABOUT THIS REPORT >](#)



Corporate Governance

At Utz, we believe that upholding the highest standards of integrity, fairness, and transparency are vital to our business. Our corporate governance practices are rooted in our values, which not only foster a culture of integrity, but also facilitate the effective management of our business.



OVERSIGHT

Our Board of Directors and Executive Officers collectively assume responsibility for providing leadership, guidance, and oversight for our Company. They regularly convene and collaborate to monitor progress and steer the business toward achieving our core objectives. In addition, our Board of Directors has established three standing committees to address the specific needs of our business:

The Audit Committee oversees the integrity of our financial statements, our compliance with legal and regulatory requirements, the qualification and independence of our independent auditors, and the performance of our internal audit function and independent auditors.

The Compensation Committee has the primary responsibility of reviewing and approving the compensation of Utz’s Executive Officers and associates.

The Nominating and Corporate Governance Committee is responsible for overseeing the process of selecting our Director nominees and approving, reviewing, and developing Utz’s corporate governance policies, procedures, and guidelines. In 2022, the Nominating and Corporate Governance Committee additionally formally assumed responsibility for our sustainability policy and performance.

Each of these committees plays a vital role in our Board’s leadership, management, and governance. For more information regarding each Committee, please visit

[Utz Governance Documents](#).



BOARD OF DIRECTORS & EXECUTIVE OFFICERS

The Utz Leadership Team and Board of Directors are composed of individuals with diverse skill sets, backgrounds, and experiences that contribute to the strength of our Company. Our Board of 12 Directors comprises of eight independent Directors, two women Directors, and three Directors of color.

BOARD OF DIRECTORS

Dylan Lissette Chairperson Utz Brands, Inc.	Timothy Brown Founder and CEO Sageworth	B. John Lindeman* Chief Financial Officer Hydrofarm Holdings Group, Inc.
Michael Rice Chairperson Emeritus and Special Advisor Utz Brands, Inc.	Christine Choi* Senior Vice President of Marketing Diageo	Craig Steeneck* Chair, Audit Committee Former CFO Pinnacle Foods
Roger Deromedi* Lead Independent Director Former Chairperson Utz Brands, Inc.	Antonio Fernandez* President AFF Advisors, LLC	Pamela Stewart* Chief Customer Officer Retail North America The Coca-Cola Company
John Altmeyer* Chair, Nominating and Corporate Governance Committee Chief Executive Officer GAF Materials, LLC	Howard Friedman Chief Executive Officer Utz Brands, Inc.	
	Jason Giordano* Chair, Compensation Committee Senior Managing Director CC Capital	

*Independent Director

EXECUTIVE OFFICERS

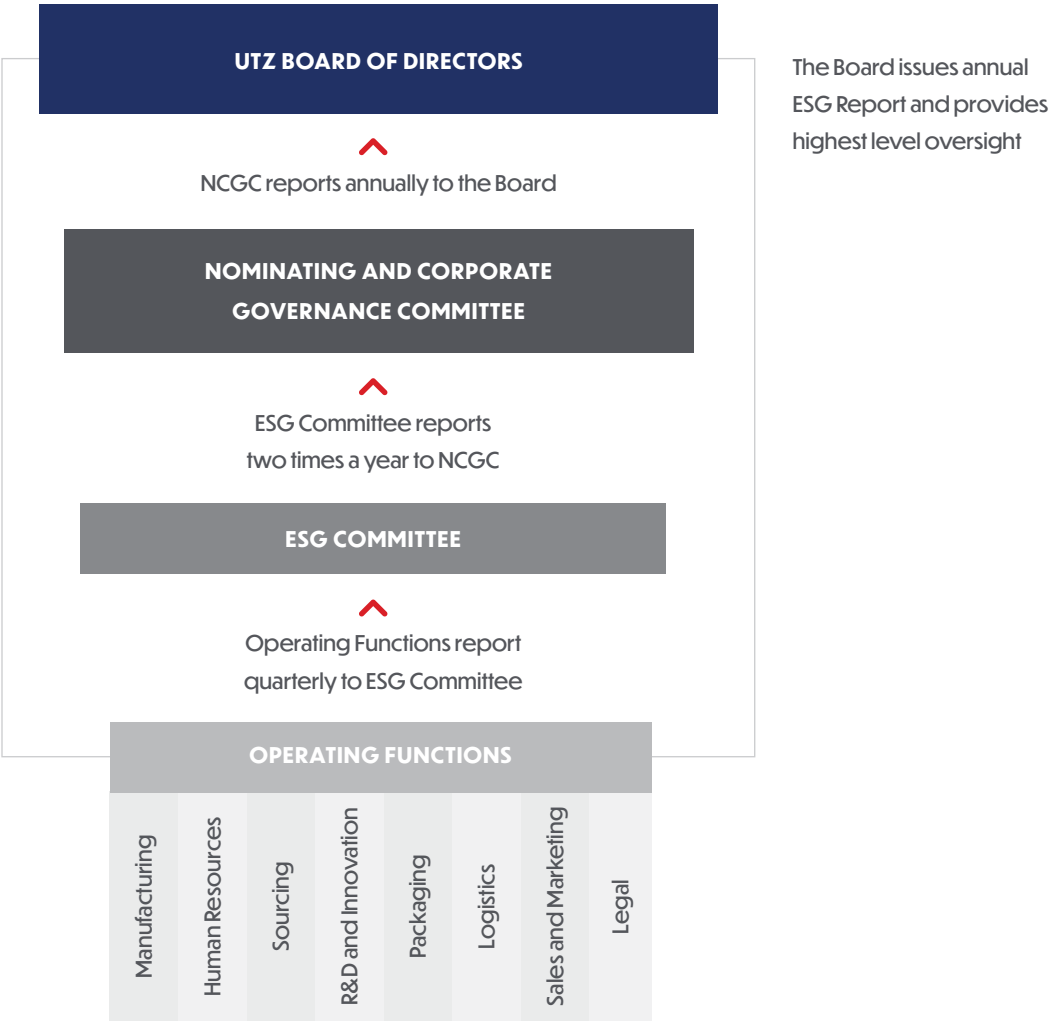
Howard Freidman Chief Executive Officer	Shannan Redcay Executive Vice President, Manufacturing	James Sponaugle Executive Vice President, Chief People Officer
Jennifer Bentz Executive Vice President, Insights, Innovation, and Marketing Services	Mark Schreiber Executive Vice President, Sales & Chief Customer Officer	Chad Whyte Executive Vice President, Supply Chain
Cary Devore Executive Vice President, Chief Operating Officer	Theresa Shea Executive Vice President, General Counsel & Corporate Secretary	
Ajay Kataria Executive Vice President, Chief Financial Officer		

ESG Governance

As confirmed by our materiality assessment, our ESG impacts include a broad range of subject areas. Management of our ESG performance requires a robust governance system across all business functions. During 2022, we formalized our ESG governance framework with the Board, delegating primary responsibility for ESG oversight to the NCGC.

Our ESG Committee, with senior representation across all of our business functions, coordinates our programs and reports progress to the NCGC twice a year. Additionally, in 2022 we hired an ESG Analyst to facilitate our program and reporting. This new governance structure will ensure that our ESG program has the necessary support and oversight to drive meaningful impact.

ESG GOVERNANCE FRAMEWORK





Business Ethics

Our corporate governance policies state that we hold ourselves accountable to follow through on our ethical commitments. While our Board and leadership team set the tone, our associates and team members are responsible for implementing our culture of ethics, compliance, and integrity.

CODE OF BUSINESS CONDUCT & ETHICS

The central document we use to define responsible associate behavior is our Code of Business Conduct & Ethics which we adopted in 2021 and which all new hire associates are required to sign. Additionally, in 2022, we required our people managers to complete a certification of their understanding and agreement to comply with the Code. This certification ensures our leaders' ability to conduct themselves with integrity and act as role models for the behavior we expect from our entire team.

ETHICS HOTLINE

At Utz, we are proud of our Open Door Policy. We aim to create an environment in which associates feel empowered to have meaningful conversations with their peers and supervisors, which are elevated when needed. We support this policy with a Code and Ethics Hotline that associates can call anonymously to report on any situation affecting themselves, their peers, or the Company that they feel may violate the Code.

In 2022, we launched a communications campaign to increase awareness of our Code and Ethics Hotline. This campaign included posters and morning meeting reminders for hourly associates. As a result of our efforts, calls to the Hotline increased significantly. In 2020, we received one Hotline complaint. In 2021, we received two. In 2022, we received 15. We directly attribute the increase in calls to our communications campaign. While only one call received in 2022 resulted in a substantiated code violation, many led to non-Code-related communication and leadership training improvements. We are proud that our associates are well-informed about the resources available to them to raise any concerns that they might have, whether directly connected to Code-covered conduct or otherwise.

IN 2022, THERE WERE 15 ALLEGED CODE OF CONDUCT INFRINGEMENTS REPORTED, AND ALL 15¹ WERE INVESTIGATED:

- 1 Code Violation was Identified
- 4 Cases Resulted in a Recommended Policy Change and/or Policy Clarification
- 4 Resulted in Associate Discipline (Including the Case that Constituted a Code Violation)
- 5 Resulted in Management Team Coaching
- 2 Resulted in No Action Being Required

¹ The total number of infringements adds to 15 because one of the four disciplinary infringements is the same single code violation.

TRAINING ON THE CODE

We train our associates on our Code of Business Conduct & Ethics to instill our values into every associate's day-to-day work. We mandate online training for our people manager team members who have associates reporting to them and other exempt associates who have regular computer access as part of their job. For our associates without regular computer access, we provide morning meeting reminders about the Code and Hotline. In addition, the Legal Department provides targeted training on the Code for roles with elevated risks.

DATA SECURITY/RESILIENCY

Our Cybersecurity policies are focused upon confidentiality, integrity, and data and system availability, and we target these areas through a system of prevention, detection, and response. We use a multi-pronged approach to protecting our organization and our assets and are continuously enhancing our security by creating awareness, using appropriate tools, and monitoring for threats. We have established programs and training around data management, security, and resiliency that help us to protect our data, as well as the data of our partners, customers, and associates. In 2023, we will:

- Conduct security assessments and penetration tests
- Continue to review and adjust our security posture internally as well as working with our partners to meet more stringent security standards
- Focus on security awareness training to enable users to recognize phishing attempts





About this Report

This is Utz Brands, Inc.'s second annual ESG Report that provides an objective disclosure of our ESG impacts and management efforts from the fiscal year 2022. We are working to align our reporting with the Sustainability Accounting Standards Board (SASB) standard.

Please reach out to sustainability@utzsnacks.com with any questions, concerns, or general inquiries.

ABOUT UTZ BRANDS, INC.

Utz Brands, Inc. trades on The New York Stock Exchange (NYSE) under the ticker symbol UTZ. As a public company, we are subject to the rules and regulations of the U.S. Securities and Exchange Commission (SEC) and standards for NYSE companies.

ABOUT UTZ SUSTAINABILITY DATA

Utz Brands, Inc. is committed to, and focused on, improving how we share information with our stakeholders about our sustainability efforts. We are working to improve data gathering capabilities, measurement, and reporting processes to expand the information shared. Unless otherwise noted, the data reporting period is the 2022 fiscal calendar year. 2022 is also the baseline year for many of our metrics.

FORWARD-LOOKING STATEMENTS

Certain statements made herein are not historical facts but are “forward-looking statements” within the meaning of the “safe harbor” provisions of the Private Securities Litigation Reform Act of 1995, as amended. The forward-looking statements generally are accompanied by or include, without limitation, statements such as “will,” “expect,” “intends,” “goal,” or other similar words, phrases, or expressions. These statements are based on the current expectations of the Company’s management and are not predictions of actual performance. These statements are subject to several risks and uncertainties, and the Company’s business and actual results may differ materially.

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Sustainability Accounting Standards Board (SASB) Index

Utz aligns our reporting to the Sustainability Accounting Standards Board (SASB), focusing on disclosures and indicators most material to our business by drawing from the sector-specific indicators of the SASB “Processed Foods” industry standard.

PROCESSED FOODS STANDARDS				
ENERGY MANAGEMENT				
Accounting Metric	Code	Category	Unit of Measure	Utz 2022 Disclosure
Total energy consumed	FB-PF-130a.1	Quantitative	Gigajoules (GJ)	1,855,697.8 GJ
Percentage grid electricity	FB-PF-130a.1	Quantitative	Percentage (%)	11.5%
Percentage renewable	FB-PF-130a.1	Quantitative	Percentage (%)	<1%
WATER MANAGEMENT				
Total water withdrawn	FB-PF-140a.1	Quantitative	Thousand cubic meters (m³)	706,358 m³
Total water consumed	FB-PF-140a.1	Quantitative	Thousand cubic meters (m³)	Not available.
Percentage of each in regions with High or Extremely High Baseline Water Stress	FB-PF-140a.1	Quantitative	Percentage (%)	0%
Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	FB-PF-140a.2	Quantitative	Number	5
Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-PF-140a.3	Discussion and Analysis	N/A	Water Minimization

FOOD SAFETY				
Accounting Metric	Code	Category	Unit of Measure	Utz 2022 Disclosure
Global Food Safety Initiative (GFSI) audit, non-conformance rate	FB-PF-250a.1	Quantitative	Rate	Average non-conformance rate is 6%
Global Food Safety Initiative (GFSI) audit, associated corrective action rate for (a) major and (b) minor non-conformances	FB-PF-250a.1	Quantitative	Rate	a) 0% b) 6%
Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	FB-PF-250a.2	Quantitative	Percentage (%) by cost	100%
Total number of notices of food safety violation received	FB-PF-250a.3	Quantitative	Number	1
Percentage corrected of total food safety violation received	FB-PF-250a.3	Quantitative	Percentage (%)	100%
Number of recalls issued	FB-PF-250a.4	Quantitative	Number	0
Total amount of food product recalled	FB-PF-250a.4	Quantitative	Metric tons (t)	0 Metric Tons
HEALTH AND NUTRITION				
Revenue from products labelled and/or marketed to promote health and nutrition attributes	FB-PF-260a.1	Quantitative	Reporting currency	Not available.
Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-PF-260a.2	Discussion and Analysis	N/A	Product Quality, Safety, and Transparency



PRODUCT LABELING AND MARKETING				
Accounting Metric	Code	Category	Unit of Measure	Utz 2022 Disclosure
Percentage of advertising impressions made on children	FB-PF-270a.1	Quantitative	Percentage (%)	Not available.
Percentage of advertising impressions made on children promoting products that meet dietary guidelines	FB-PF-270a.1	Quantitative	Percentage (%)	Not available.
Revenue from products labelled as containing GMOs	FB-PF-270a.2	Quantitative	Reporting currency	Not available.
Revenue from products labelled as non-GMO	FB-PF-270a.2	Quantitative	Reporting currency	Not available.
Number of incidents of non-compliance with industry or regulatory labelling and/or marketing codes	FB-PF-270a.3	Quantitative	Number	0
Total amount of monetary losses as a result of legal proceedings associated with labelling and/or marketing practices	FB-PF-270a.4	Quantitative	Reporting currency	\$0 USD
PACKAGING LIFECYCLE MANAGEMENT				
Total weight of packaging	FB-PF-410a.1	Quantitative	Metric tons (t)	31,973.9 Metric Tons* *Excludes distribution packaging.
Percentage of packaging made from recycled and/or renewable materials	FB-PF-410a.1	Quantitative	Percentage (%)	24%
Percentage of packaging that is recyclable, reusable, and/or compostable	FB-PF-410a.1	Quantitative	Percentage (%)	80.4%
Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-PF-410a.2	Discussion and Analysis	N/A	Packaging

INGREDIENT SOURCING				
Accounting Metric	Code	Category	Unit of Measure	Utz 2022 Disclosure
Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard	FB-PF-430a.1	Quantitative	Percentage (%) by cost	Not available.
Suppliers' social and environmental responsibility audit non-conformance rate	FB-PF-430a.2	Quantitative	Rate	Not available.
Suppliers' social and environmental responsibility audit associated corrective action rate for (a) major and (b) minor non-conformances	FB-PF-430a.2	Quantitative	Rate	Not available.
INGREDIENT SOURCING				
Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	FB-PF-440a.1	Quantitative	Percentage (%) by cost	Not available.
List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	FB-PF-440a.2	Discussion and Analysis	N/A	Our list of priority ingredients are as follows: · Potatoes · Corn · Wheat · Oil seeds Supply Chain Responsibility
ACTIVITY METRIC				
Weight of products sold	FB-PF-000.A	Quantitative	Metric tons (t)	168,803.2 Metric Tons
Number of production facilities	FB-PF-000.B	Quantitative	Number	15



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