



# Growing Efficiently

## **2024 ESG Report**



At Utz, we believe that sustainability is good for our business and society. Our investments in efficiency, waste reduction, people, and supply chain resilience strengthen our brand and enhance our long-term success.



**Planet**

Our strong productivity programs align with our environmental objectives; they also provide funding for our investments in geographic expansion and building brand awareness.



**People**

Our people are the heart of our success. Commitment to our associates' health, wellness, and career progression drives engagement, loyalty, and productivity.



**Products**

Our reputation for high quality products starts with our farmer vendor partners who grow our ingredients. Longstanding and transparent partnerships in a diversified supply chain support our brand and the resilience of our business.

# Contents

**Company**

About Utz	2
A Letter from Our CEO	7
2024 Highlights	9

**People**

Associate Community	11
Associate Attraction and Development	13
Health, Safety, and Well-being	15
Community Involvement	22

**Planet**

Environmental Management	24
Climate Impact	26
Waste and Water	29
Supply Chain Responsibility	32

**Products**

Packaging	36
Product Quality, Safety, and Transparency	40

**Governance**

Corporate Governance	46
Business Ethics	48
ESG Risk Management	50
About this Report	53

**Index**

International Financial Reporting Standards (IFRS)	54
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# About Utz

Our founders, Bill and Salie Utz, believed that great snacks start with simple, high-quality ingredients. In 1921, from their kitchen in Hanover, Pennsylvania, they made their first batch of potato chips – laying the foundation for what would become Utz Brands, Inc. What began as a small, homemade venture over a century ago has grown into a dynamic, publicly traded company dedicated to delivering exceptional snacks.

From our roots in Hanover, where the first Utz chip was made, we continue to innovate, ensuring our products offer the best in quality, flavor, freshness, and variety. Our iconic snack brands are distributed nationwide through grocery stores, mass merchandisers, clubs, convenience stores, drugstores, and online platforms. With strategically located manufacturing facilities across the U.S., we efficiently serve our growing customer base through Direct-Store-Delivery (DSD), Direct-to-Warehouse (DTW), and online sales channels.

Our Utz family’s dedication to quality has stood the test of time, expanding beyond great snacks to a broader commitment to environmental and social responsibility. These values continue to shape how we operate, innovate, and grow our business.



Our 2024 At a Glance<sup>1</sup>



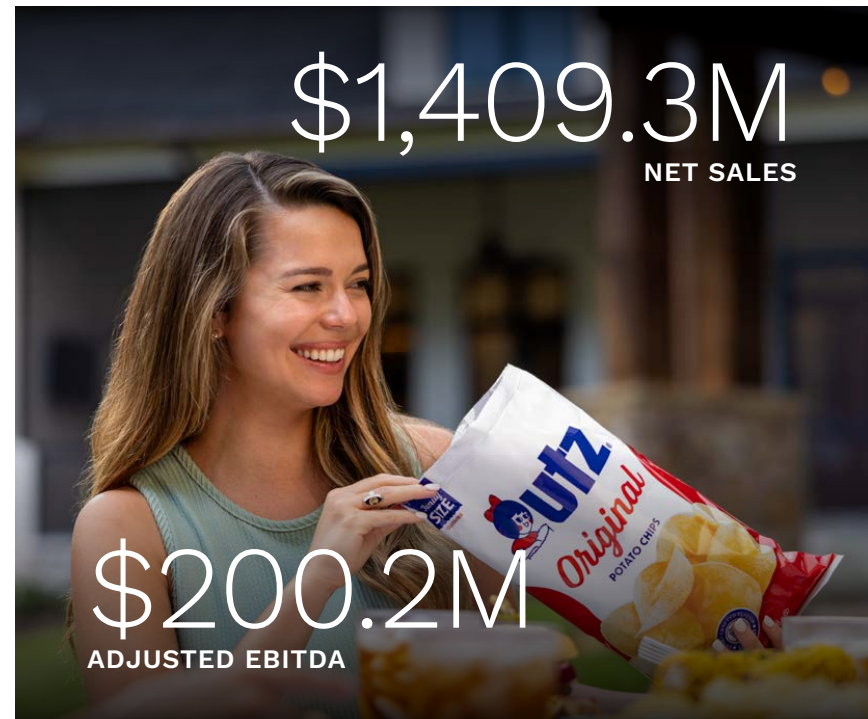
103  
YEARS IN BUSINESS



3,183  
ASSOCIATES (FTE)



82,525  
RETAILERS & DISTRIBUTORS SERVED



\$1,409.3M  
NET SALES

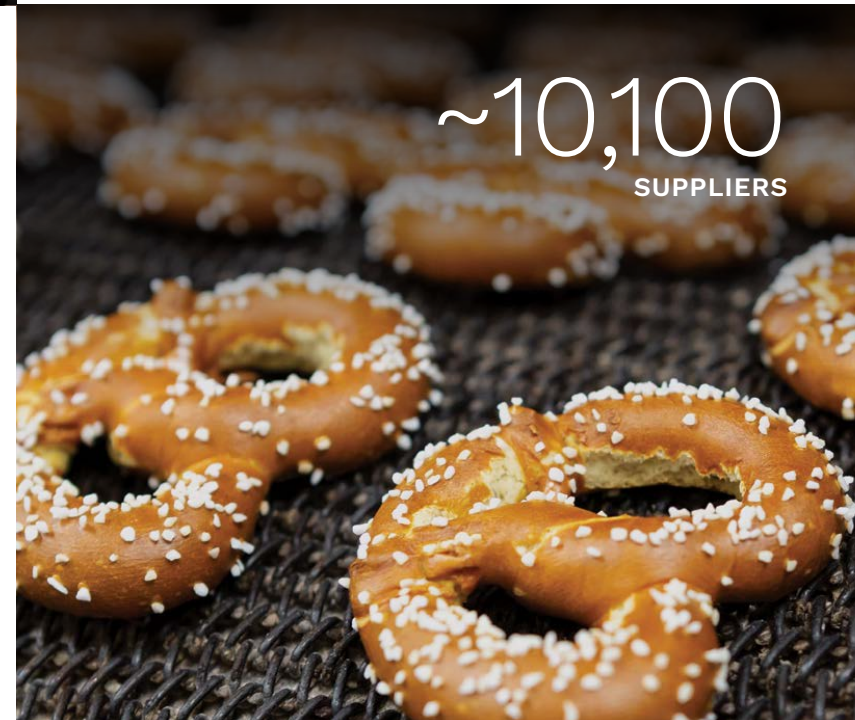
\$200.2M  
ADJUSTED EBITDA



163  
PRODUCTION SITES, OFFICES & WAREHOUSES



~35,500  
ONLINE CONSUMERS SERVED



~10,100  
SUPPLIERS



1,330  
UNIQUE PRODUCT SKUS

<sup>1</sup>All data is for fiscal year 2024

## Our Brands

Our portfolio of brands and associated investments is categorized by market appeal and growth potential. Our Branded Salty Snacks enjoy higher growth and/or margins, greater potential for value-added innovation, and enhanced responsiveness to consumer marketing as compared to our other brands.

### BRANDED SALTY SNACKS



[Company](#)

[People](#)

[Planet](#)

[Products](#)

[Governance](#)

[Index](#)

# Our Culture Permeates Our Ways of Working

We are committed to achieving high standards in environmental, social, and governance (ESG) performance, which we believe support our long-term success. Our ESG initiatives are guided by the Management Team ESG Committee, with oversight from our Executive Leadership Team and the Nominating and Corporate Governance Committee (NCGC) of our Board of Directors.



We act with respect, care, and inclusion



We are collaborative and work in an integrated way



We focus on planning, ownership, accountability, and results



We continuously pursue excellence

## Our Impact

Understanding what matters most to our stakeholders and our business is essential to driving meaningful change. Our 2024 materiality assessment provided fresh insights into the ESG issues most critical to Utz's long-term success. These updated priorities inform our strategy and reporting, helping us focus our efforts where they can have the greatest impact. Guided by this assessment, we continue to evolve our practices to meet stakeholder expectations and make measurable progress on our ESG commitments.



<sup>1</sup>Our updated Materiality Assessment was conducted using internally sourced data to understand the perspectives of internal and external stakeholders, helping us to identify and prioritize our areas of impact.

● Environmental ● Social ● Governance

# A Letter from Our CEO

Welcome to our 2024 report – our fourth since going public in 2020. As we continue our journey toward a more sustainable future, we remain committed to the principles of efficiency, responsibility, and innovation. While sustainability can sometimes be viewed as a cost, at Utz, we see it as an opportunity – one that strengthens our business and enhances long-term profitability. Reducing impacts and costs in tandem is a win-win. We made great strides in 2024, and I am pleased to share our progress.

## Efficiency: making more from less

In 2024, we made significant strides in modernizing and streamlining our operations. We sold five manufacturing sites and refined our product lineup by selling two brands, R.W. Garcia® and Good Health®. Consolidating production into larger, more technologically advanced facilities allows us to achieve more efficient operations using less energy, water, and raw materials per unit of production.

Our Kings Mountain, North Carolina, facility is a prime example of this transformation. With cutting-edge automation and best manufacturing practices, we're building world-class manufacturing capability. This approach reduces costs, improves margins, and helps us navigate rising food prices, all while shrinking our environmental footprint. It's a win-win.

Our logistics network is another area where we're finding efficiencies. Warehouses and transportation represent a major

cost and a key driver of our carbon footprint. In late 2024, we opened the Rice Distribution Center, a state-of-the-art, 650,000 square-foot logistics hub in Hanover, Pennsylvania. By expanding capacity and cutting truck mileage, we are lowering fuel costs and reducing emissions.

## Added Value: eliminating waste

Across our manufacturing and distribution system, we are working hard to minimize waste – because waste isn't just bad for the environment; it's money out the door. Our priority is eliminating waste before it happens, with a special focus on unsold products, which carry high financial and environmental costs. Using data-driven sales forecasting and retail allocation, we're aligning product supply with demand to minimize unsold inventory and unnecessary returns.

For waste that cannot be eliminated, we are maximizing its value. Our distribution centers handle large volumes of packaging materials, both incoming from suppliers and outgoing with our shipments. By streamlining our recycling approach across all locations, we are ensuring that materials like cardboard, shrink wrap, plastics, food waste, potato starch, and cooking oil are collected and repurposed.

Efficiency reductions in our total raw material and utility costs represent a meaningful addition to our bottom line.



**While sustainability can sometimes be viewed as a cost, at Utz, we see it as an opportunity – one that strengthens our business and enhances long-term profitability.**

### **Productivity: investing in our people**

Our associates are the heart of Utz. For over a century, we've grown by prioritizing their safety, well-being, and development. Our comprehensive health and wellness programs, along with extensive training opportunities, help us build a more engaged, productive, and innovative workforce.

That investment is paying off. In 2024, our voluntary turnover dropped from 26.4% to 17.4%, and we saw strong associate engagement, with 73% of associates reporting positive experiences in our first workforce community survey. When our people feel valued and empowered, they do their best work – and that's what drives our success.

### **Resilience: strong, quality suppliers**

Our suppliers – especially our farmers – are true business partners in our success. Agricultural products are our largest expense, so we invest in strong, lasting relationships with growers who share our commitment to quality and sustainability.

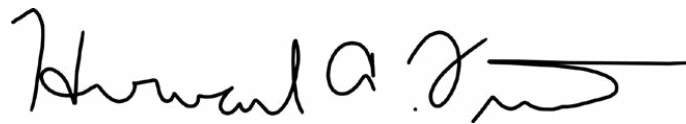
Before partnering with any raw material supplier, we ensure they meet rigorous food safety and quality standards and adhere to our Supplier Code of Conduct, which promotes ethical and environmental responsibility. To mitigate risks from extreme weather and climate variability, we source ingredients from multiple North American regions, ensuring continuity of supply and product quality.

### **Sustainability: good for our business and society**

At Utz, we believe in the power of responsible growth. Every investment we make in efficiency, waste reduction, people, and supply chain resilience strengthens our brand and enhances our long-term success. Sustainability is not just a commitment – it is a key driver of our future.

To our associates, independent operators, business partners and customers, thank you for your continued trust and support. Together, we are building a stronger, more sustainable, and more prosperous future for Utz and all whom we serve.

Sincerely,



Howard Friedman, Chief Executive Officer, Utz Brands, Inc.



# 2024 Highlights



**\$110K**  
TO INDUSTRY INITIATIVES  
with over 99% directed to research, fostering sustainability within our supply chain

**Improved our safety performance**  
by reducing our Total Recordable Incident Rate (TRIR) and Days Away, Restricted, or Transferred (DART) rates in manufacturing by 10.2% and 21.4%, respectively

**25%**  
REDUCTION IN TOTAL TURNOVER




**200K**  
POUND REDUCTION  
in annual resin use through the redesign of our iconic snack barrels

**170.8K**  
POUNDS OF PLASTIC SAVED  
by transitioning from 90- to 70-gauge film for our product packaging




**100%**  
OF POTATO SUPPLIERS GAP-AUDITED



**98%**  
AVERAGE SCORE  
maintained on the Safe Quality Food (SQF) certification across our manufacturing plants

**100%**  
CURRENT ACTIVE EMPLOYEES COMPLETED ANNUAL CODE (CODE OF BUSINESS CONDUCT AND ETHICS) CERTIFICATION




**24%**  
WATER USE REDUCTION



**86%**  
OF WASTE DIVERTED FROM LANDFILL

**Strengthened our cyber risk management framework**  
particularly enhancing our cybersecurity processes and procedures

**24.7%**  
DECREASE IN SCOPE 1 & 2 EMISSIONS SINCE 2022



# People

Since our founding in 1921, Utz has remained committed to our founding family's values, shaping both our workplace culture and our dedication to the communities we serve. We prioritize the well-being and development of our associates, recognizing that their growth is essential to our success.

In 2024, we expanded developmental opportunities, hired senior leaders with varying backgrounds to better reflect our broad customer base, and strengthened associate engagement. These enhancements significantly reduced turnover and reinforced our culture of inclusion and belonging.

## In This Section:

Associate Community	11
Associate Attraction and Development	13
Health, Safety, and Well-being	15
Community Involvement	22



# Associate Community

**Our people are at the heart of what we do, and we are committed to supporting their careers and well-being. Our strategic plan focuses on building individual capabilities and a cohesive community within our workforce.**

By investing in our people individually and as a community, we believe we are achieving higher productivity, improved retention, and greater innovation because our associates feel engaged and empowered to achieve their full potential at Utz. This is supported by a 73% engagement score on our first workforce community survey and strong retention, with total turnover decreasing 25% since 2023.

## **Our Associate Community Strategy**

Our strong foundation for a cohesive workforce community enhances individual opportunities in support of collective achievements. We support equal opportunity in our workplaces with policies, processes, and learning and development programs. In 2024, we enhanced communication channels and expanded training to supplement Quarterly Leadership Trainings. Courses included Cross Cultural Considerations, Emotional Intelligence, and Neurodiversity. In 2025, we will refine our approach with the launch of Generation Utz, a new Employee Resource Group open to all associates.

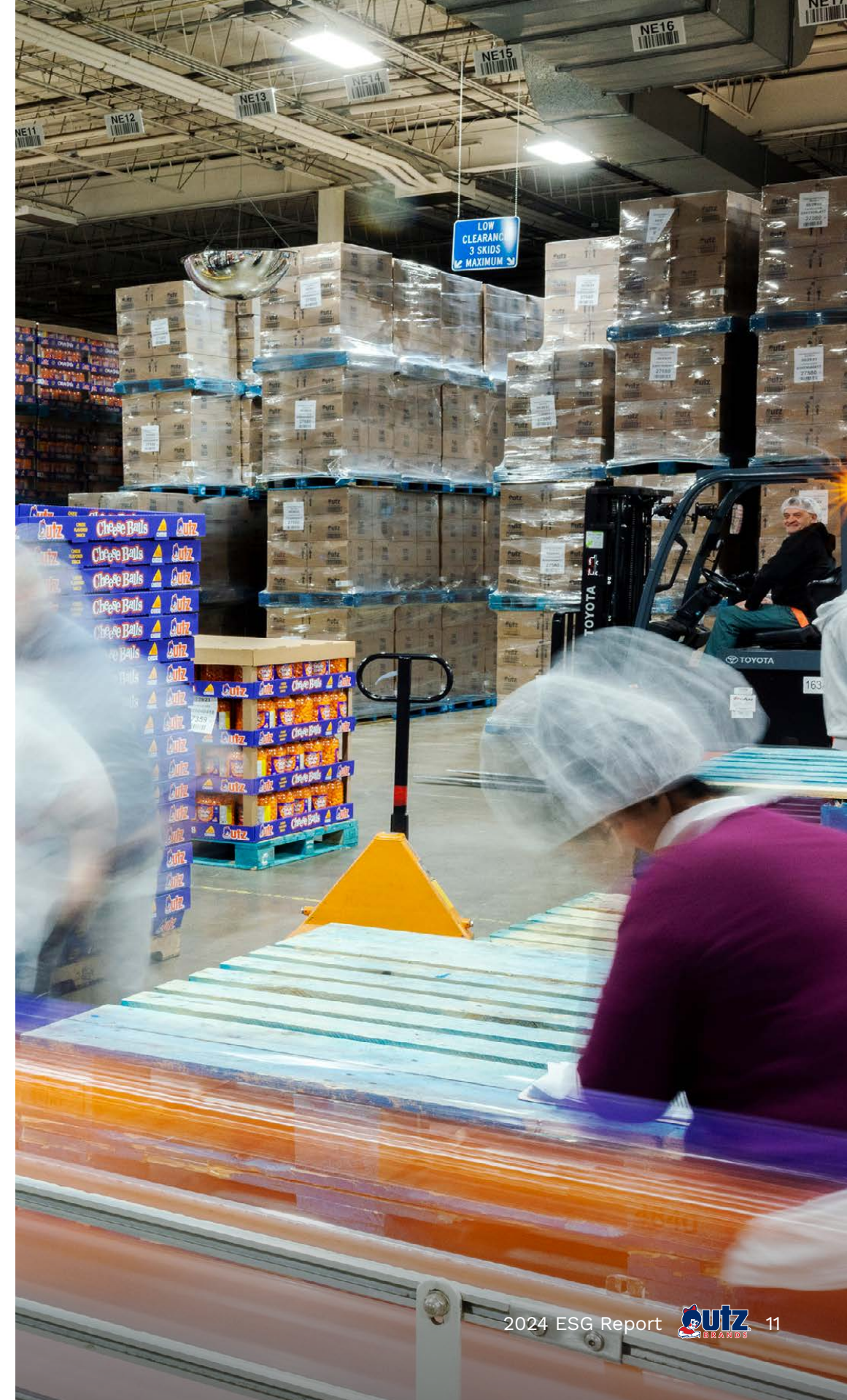
## **Utz Community Council**

Over 50 associates participated in Utz's Community Council in 2024. The Council strives to ensure all Utz associates feel valued for their unique contributions to Utz. In 2024, the Council expanded outreach through several working groups, including the Communication, Sales, Manufacturing, and Events Committees to foster engagement and knowledge-sharing.

Throughout 2024, the Council shared custom calendars featuring special posts celebrating various holidays and cultural observances. Additionally, as part of its commitment to celebrating the experiences of Utz associates, the Council launched a mural project featuring contributions from remote team members. Showcasing their creative talents, the mural was accompanied by a video highlighting the associates' stories and bios, fostering a stronger sense of connection across teams.

## **Our Associate Community Composition**

In 2024, women comprised 34% of our senior leadership roles, up from 27% in 2023. People of color comprised 13% of our senior leadership roles, from 10% in 2023. We attribute these increases to our ongoing efforts to recruit from the varying communities in which our products are sold.



## Utz Community Engagement

Engagement is critical to our success, influencing productivity, morale, and efficiency. A stable and engaged workforce strengthens collaboration and business outcomes. In 2024, we introduced several initiatives to enhance associate engagement and retention, including roundtables for feedback, app-based communication in manufacturing facilities, and an engagement calendar through which each worksite hosted tailored events. Associate engagement begins during onboarding. To ensure our onboarding experience is meeting our intended goals, we solicit feedback through a survey of our hiring and onboarding processes, including any challenges encountered. We carefully monitor survey results to pinpoint areas for improvement. We also measure engagement through the entire talent lifecycle through ongoing feedback mechanisms, including companywide engagement and exit surveys. In 2024, our first annual associate engagement survey resulted in a 73% engagement score – strong for an initial survey – indicating satisfaction, clarity of expectations, alignment with company goals, workplace respect, and retention likelihood. Additionally in 2024, we reduced our voluntary turnover from 26.4% to 17.4%, a 34% decrease from the prior year, as well as reducing our total turnover from 35.9% to 26.7%, a 25% reduction.

Our strategic efforts – Retention Playbook, Ambassador Program, and enhanced onboarding – led to improved retention. Our efforts focus on two distinct time periods: an associate’s first four weeks and then during their first six months. Our Retention Playbook focuses 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 and other initiatives intended to increase engagement and belonging. The Ambassador Program pairs new hires with seasoned colleagues, fostering early connections. Crunch Connection, our internal social platform, continues to facilitate engagement and retention. Factual metrics tied to business strategy underscore how engaged associates drive better results, demonstrating the impact of our people-first approach. By prioritizing engagement and retention, we strengthen our workforce and drive long-term business success. Additionally, Utz is committed to ensuring fair compensation practices across its workforce with cadenced reviews of pay bands and external market comparisons.

Associate Turnover		
	Total Turnover	Voluntary Turnover
Utz	26.7%	17.4%
Nondurable Goods Manufacturing Industry Average <sup>1</sup>	37.2%	21.9%

<sup>1</sup>Data sourced from the Bureau of Labor Statistics – Nondurable Goods Manufacturing Industry Average

**80%**  
OF OUR ASSOCIATES UNDERSTAND HOW THEIR WORK CONTRIBUTES TO UTZ’S MISSION, PURPOSE, AND GOALS

**34%**  
DECREASE IN VOLUNTARY TURNOVER IN 2024 COMPARED TO 2023

# Associate Attraction and Development

**Our approach to attracting, developing, and retaining top talent is holistic, empowering individuals within an integrated and collaborative work environment. We celebrate the achievements of our associates, offering comprehensive benefits and fostering opportunities for professional growth.**

At Utz, we are committed to being an employer of choice. To achieve this, we benchmark against industry leaders to ensure we deliver exceptional benefits, support, and opportunities. Our employment packages offer competitive compensation, robust wellness programs, professional development resources, and a strong commitment to fostering an inclusive culture. By valuing and supporting our workforce, we aim to ensure every team member feels empowered to thrive.

## Attraction

Our recruitment strategies are designed to build a talented workforce that drives our success. By leveraging partnerships, innovative recruitment tools, and targeted outreach, we connect with top talent who will contribute to achieving our vision and values. We prioritize creating meaningful opportunities for our associates that appeal to candidates seeking growth, purpose, and stability in their careers. Our talent attraction programs help us to build a dynamic, skilled workforce that delivers on our commitment to excellence.

To expand our pipeline, we partner with colleges and workforce development organizations to offer apprenticeships, seasonal roles, and internships. We host on-site student informational sessions and tours, participate in college career fairs, and organize targeted outreach initiatives. In 2024, we enhanced our approach by inviting college students to tour our facilities, engage with various departments, and experience the operations and culture at Utz firsthand.

In addition to fostering relationships with educational institutions, we promote job opportunities through job boards, outreach agencies, and social media platforms. The integration of LinkedIn Recruiter into our Applicant Tracking System has been instrumental in refining our recruitment efforts. This tool enables our recruiters to source candidates directly, conduct outreach, and gather valuable insights to identify target organizations for talent sourcing. This approach ensures that we connect with the right candidates, offer meaningful opportunities, and recruit top talent.

We also recognize the value of maintaining a balanced workforce. In 2024, our workforce consisted of both directly employed and third-party temporary workers. Leveraging various types of employment options gives Utz operational flexibility to match seasonal surges in demand. We are committed to providing fair wages, ensuring safe working conditions, and fostering skill development opportunities.

## Development

Our development program includes training opportunities and skills-based learning that boost our business performance and associate engagement. Our investment in associate development benefits Utz and our associates. For the individual, it fosters skill growth, career advancement, job satisfaction, and confidence, while Utz benefits through improved retention and organizational agility.

Our Learning Management System (LMS), available to all full- and part-time associates, offers access to more than 70,000 online courses, covering a comprehensive array of topics such as leadership and business skill sets. In 2024, we introduced additional learning topics, including cultural intelligence, growth mindsets, and empathetic leadership.

Through our LMS, we provide mandatory quarterly training for associates in supervisory roles, focused on content that will allow them to be more successful in their leadership roles. The training equips our leaders with advanced people management skills, enhancing the support they provide to associates, and promoting team collaboration.

## Leadership Development

To invest in current and future leaders, we offer specialized programs designed to enhance the abilities of high-potential associates.

Our Executive Coaching Program, established in 2021, focuses on leadership development for exceptional associates. Participants receive personalized coaching and complete a culminating project of their learning during their tenure in the program. In 2024, 11 associates were selected to participate in the Program by our Executive Vice Presidents, bringing total participation to 28. We aim to provide this opportunity to at least 30 new associates within its first five years.

In 2024, we also launched a Talent Sponsorship Program to support high-potential associates identified through succession planning and development initiatives. This program, combined with tailored development plans, external training opportunities, and strategic succession efforts, has improved our performance in nurturing top talent.

Additionally, our Leadership Development Program provides training on topics such as effective communication, ethical management, credibility building, community and belonging, and achieving business goals efficiently. This program was piloted for emerging leaders in the organization, and will expand in 2025.

We also continued our Quarterly Supervisor Training, customized specifically for our frontline supervisors, reaching high completion rates again. These courses include Documentation, Workers' Compensation, and Automatic Data Processing Time. In 2024, we achieved 93% attendance for one or more of these trainings.

# 28

PARTICIPANTS IN OUR  
EXECUTIVE COACHING  
PROGRAM SINCE 2021

**Launched a Talent Sponsorship Program to nurture top talent**

# Health, Safety, and Well-being

**At Utz, we believe a safe and healthy workplace is key to our success. Our associates' well-being comes first, and we're dedicated to creating a culture that values safety, health, and overall wellness.**

Our Operational Health & Safety strategy focuses on continuous learning and growth to enhance the systems and culture that keep our people safe. But safety goes beyond the physical – we know that true well-being includes mental, emotional, and financial health too. That's why we offer comprehensive benefits, including many health care plan options, direct primary care clinics, and holistic wellness programs designed to support every aspect of our associates' well-being.

## **Operational Health and Safety Program and Strategy**

Our Operational Health and Safety Program is at the heart of our commitment to keeping our associates and workplaces safe. Aligned with the Occupational Safety and Health Administration (OSHA) 1910 standards, our program ensures full compliance with regulatory requirements. We also incorporate best practices from the International Organization for Standardization and other respected standards to continuously improve our approach. Adhering to OSHA guidelines is a top priority, and we ensure a focus on compliance by dedicating resources to every health and safety function.

In 2024, we restructured our Environmental Health and Safety (EHS) team and management system to better align with our operational needs. This restructuring allows us to allocate resources more effectively across manufacturing sites, ensuring support where it's needed most.

To streamline our approach, we consolidated our compliance programs into six core categories, creating a standardized and easy-to-follow system. This unified structure includes a clear Environmental Health and Safety policy aligned with ISO requirements for training and reference. While planning began in 2024, the rollout started in 2025, as the first phase of a broader effort to fully standardize Utz's health and safety program.

## **Distribution Centers and Manufacturing Sites**

### **Strengthening Safety in Our Distribution Centers**

In our regional distribution centers (DCs), we continue to reinforce our safety culture to ensure all team members stay actively engaged in maintaining a safe workplace. In 2024, we introduced a dedicated resource to support our sales and logistics teams, including the DCs, and began mapping key actions to strengthen safety integration. Looking ahead to 2025, we will roll out updated versions of our comprehensive safety orientation programs for new associates in our DCs.



## Enhancing Safety at Our Manufacturing Sites

Our manufacturing sites follow a multi-layered approach to associate safety, guided by a structured safety scorecard. This scorecard includes three key steps: monthly safety training events, site inspection walk-throughs, and training topics determined by each plant's Safety Team. We also continue to use the Safety Cross, an incident-tracking and communication tool, to visualize safety performance and encourage team participation. In 2024, our focus was on understanding business needs, strengthening our EHS team, and laying the groundwork for future improvements.

## Expanding Safety Training Opportunities

We offer safety training in multiple formats, including workgroup debriefs, presentations, and an extensive video library. Through Alchemy, our workplace safety training platform, we provide access to our health and safety learning management system. In 2025, we plan to expand our training offerings, tailoring them to Utz's specific needs while enhancing the existing content available in Alchemy.

## Site-Specific Risk Assessments

Safety needs vary across our network of nine manufacturing plants and 154 other facilities, so we carefully assess the unique health and safety risks at each location, tailoring our programs accordingly. Our risk-monitoring strategy includes job safety analyses and risk assessments to identify potential hazards, ranging from minor slips and trips to more serious incidents



**Safety is a top priority at Utz, and we are continuously working to expand safety knowledge across the company.**

involving vehicles or machinery. These assessments help us develop clear, detailed procedures for every job, ensuring tasks are performed safely and effectively.

## Leadership Engagement in Safety

Safety is a top priority at Utz, and we are continuously working to expand safety knowledge across the company. Leadership engagement remains a key focus, with one of our six priority areas dedicated to strengthening leadership involvement in health and safety. Our restructured EHS team collaborates closely with operations, embedding EHS into daily processes. To further integrate safety into our culture, all salaried associates now have EHS-related objectives as part of their annual goals, ensuring shared accountability for safety and compliance.

We continue to host monthly leadership meetings in our manufacturing and logistics DCs to address safety concerns. In 2024, these meetings positioned EHS as a core element of our business strategy. Similarly, our monthly calls with manufacturing plant leadership remain a key forum for sharing best practices and analyzing safety trends.

This year, we also hosted the Corporate Safety Summit, where our Safety Team gathered to assess progress, refine safety strategies, and set future priorities. Topics included the rollout of our new EHS Management System to our EHS team. Additionally, we brought in an external consultant to help prioritize improvement opportunities, ensuring our safety initiatives continue to evolve alongside our business needs.

## Fostering a Culture of Safety and Open Communication

A key part of our Health and Safety strategy is creating a workplace where all associates feel empowered and encouraged to report safety concerns. In 2024, Utz reinforced its Open Door Policy, which allows associates to raise concerns directly with their supervisor, Human Resources, any Executive Officer, or the Corporate Compliance Officer.

To further support transparency, our safety program regularly gathers feedback from both full-time and hourly associates to assess their comfort level in reporting safety issues. Additionally, associates and third parties can report concerns anonymously through our toll-free and online Code of Conduct Hotline, available 24/7, year-round. We take every report seriously: investigating, documenting, following up, and addressing root causes to prevent future incidents and ensure a safer workplace for everyone.

## Learning from Safety Metrics

Our Operational Health & Safety Program adopts an evidence-based approach to provide a comprehensive understanding of the causes of incidents and how to prevent them. We monitor actual incidents using industry standard metrics: Total Recordable Incident Rate (TRIR) and Days Away, Restricted, or Transferred (DART) rates. We document the causes of all injuries to identify recurring patterns. In the event of an injury, we conduct investigations to fully understand the circumstances and root causes, ensuring that corrective actions are tailored to prevent future occurrences. Alongside injury metrics, we leverage near miss reporting to uncover potential risks in our manufacturing plants to identify any proactive adjustments that can be made to our current procedures or equipment.

In line with our culture of transparent reporting we encourage all associates to disclose near misses without fear of reprisal. We learn from near miss incidents, where an accident or injury almost occurred, by issuing Safety Alerts. We believe that drawing attention to near misses reduces the likelihood of actual injury and reinforces our message that safety is everyone's job. In 2024, we rolled out EcoCompliance, our new EHS software, which significantly enhanced data tracking and reporting capabilities, allowing for more efficient analysis and decision-making. Near miss reporting has significantly improved in both frequency and quality, supported by enhanced EcoCompliance efforts, making it easier to track and mitigate risks.

## Health and Safety Performance Analysis

In 2024, our manufacturing TRIR and DART rates decreased 10.2% and 21.4%, respectively, over the prior year. Our Sales Team's TRIR and DART rates decreased 12% and 26.1%, respectively. These decreases reflect our enhanced focus on safety through key organizational and operational improvements. Our 2024 efforts have strengthened our risk reduction strategies and contributed to a safer work environment. Our most frequent injury incidents were ergonomic-related. Other leading causes, such as injuries related to walking and working surfaces, are detailed in the accompanying chart. Our safety data is reviewed weekly with our Executive Leadership Team.

10.2%

DECREASE IN MANUFACTURING TRIR RATES FROM 2023

21.4%

DECREASE IN MANUFACTURING DART RATES FROM 2023

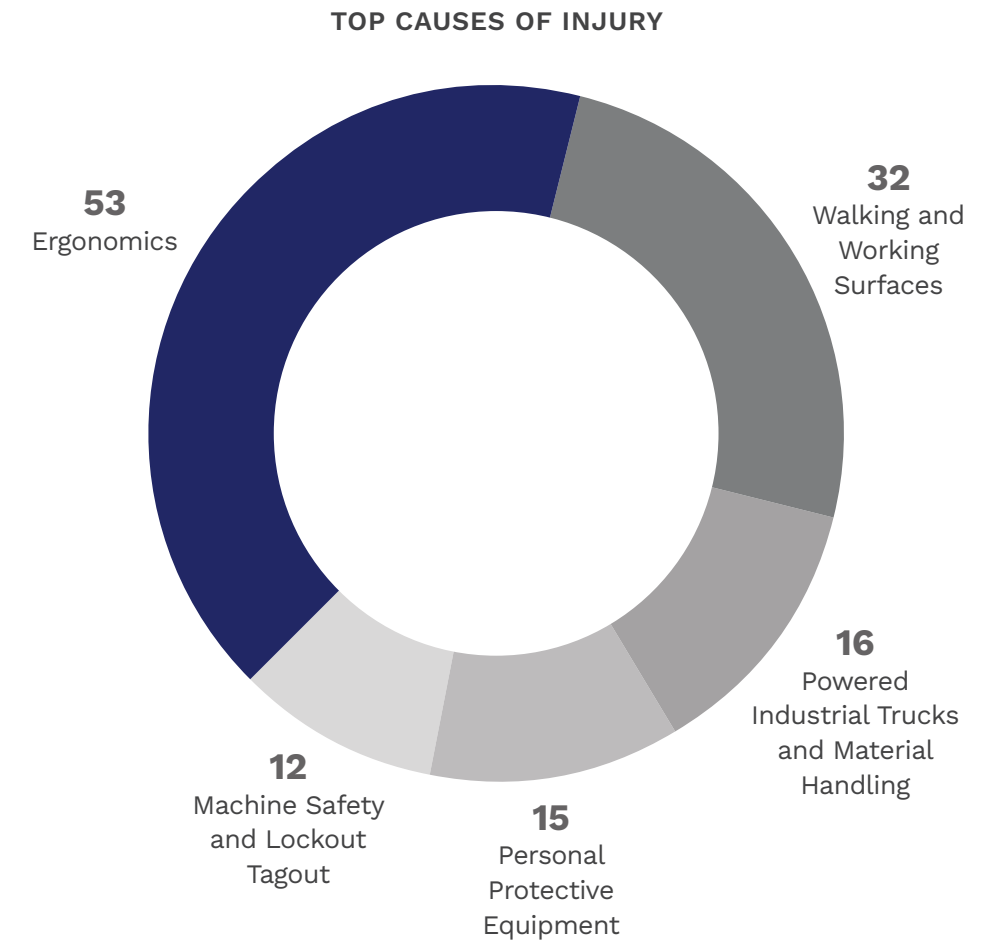
TRIR <sup>1,2</sup>			
	2022	2023	2024
Utz Sales TRIR	2.4	2.5	2.2
Utz Manufacturing TRIR	4.9	4.4	3.9

<sup>1</sup>We split our TRIR and DART rate by sales and manufacturing to align with our organizational structure and account for varying risk levels within each group.

<sup>2</sup>During the fiscal years from FY21 to FY23, there were no work-related fatal accidents involving our associates.

DART <sup>1</sup>			
	2022	2023	2024
Utz Sales DART	2.2	2.3	1.7
Utz Manufacturing DART	4.3	4.2	3.3

<sup>1</sup>We split our TRIR and DART rate by sales and manufacturing to align with our organizational structure and account for varying risk levels within each group.



**Promoting Health Through Utz’s Health Benefits**

At Utz, we prioritize the health and well-being of our associates by offering a comprehensive benefits package that includes a variety of health care plan options, direct primary care clinics, and wellness benefits that support physical, mental, and financial well-being. We provide comprehensive medical coverage for full-time associates, their spouses, and dependents. In 2024, we introduced a new plan to enhance access to diagnostic services and launched unlimited general medicine telehealth services, making healthcare more accessible and convenient.

To encourage healthy habits, we offer an annual wellness rewards program, where participants can earn gift cards by completing annual physical assessments and engaging in wellness activities. These activities are tracked through the Healthy Utz resource portal, which features recipes, health trackers, courses, challenges, and exercise programs. In 2024, we expanded the program to include volunteerism, reflecting our holistic approach to health and well-being – because staying healthy isn’t just about physical fitness, but also about giving back and staying engaged in our communities.

At our Hanover, Pennsylvania office, we operate a Health Care Clinic in partnership with a third-party vendor. This primary care clinic serves over 1,000 people annually, offering free physicals, acute care, and chronic condition management. It also provides free lab services, vaccinations, diabetic testing supplies, and generic medications. Clinic providers collaborate with the Utz Health and Wellness Team to offer education, biometric screenings, and additional health resources. We also partner with the clinic vendor to provide free tobacco cessation coaching.

**Associate Engagement with Wellness Offerings**

Resource	Associate Use (%)
Employee Assistance Program	20%
Utz Fitness Center	27% <sup>1</sup>
Wellness Rewards Program	38%

<sup>1</sup>The Utz Fitness Center is exclusively available in Hanover.



## Supporting Mental Wellness

At Utz, we prioritize mental well-being by offering comprehensive support through our Employee Assistance Program (EAP), available to all associates and their families. Through the EAP, eligible associates can access up to three counseling sessions per family member annually, covering a range of topics, including financial, legal, and mental wellness. Additional resources include monthly webinars and quarterly courses on topics ranging from parenting and grief to stress management.

### Expanding Access to Mental Health and Well-Being Resources

To make support more accessible, we centralized our Employee Assistance Program (EAP) into CareBridge in 2024. This platform offers additional resources for family-related needs, including childcare, eldercare, and mindfulness. We also introduced mandatory supervisor training to help leaders navigate challenging situations, support mental and behavioral health, foster workplace empathy, and effectively use CareBridge to assist associates.



In 2024, we expanded our mental health initiatives to strengthen a culture of well-being across all locations. Highlights include:

- Hosting a Mental Health Walk for our Hanover associates
- Extending the Green Light Initiative to raise awareness of mental health companywide
- Introducing stress management sessions and toolkits for all associates

Additionally, we offer flexible work arrangements where positions allow and reinforce family support through our internal Parental Leave Policy. These initiatives complement our EAP and other wellness programs, reinforcing our commitment to provide associates with the resources they need to navigate life's challenges and thrive – both personally and professionally.



## Investing in Associate Growth with Tuition Reimbursement

At Utz, we're committed to supporting the growth and development of our associates. Through our Tuition Reimbursement Program, we help cover educational expenses, providing up to \$5,250 per calendar year, with a lifetime maximum of \$20,000. Eligible associates include regular, full-time associates who have:

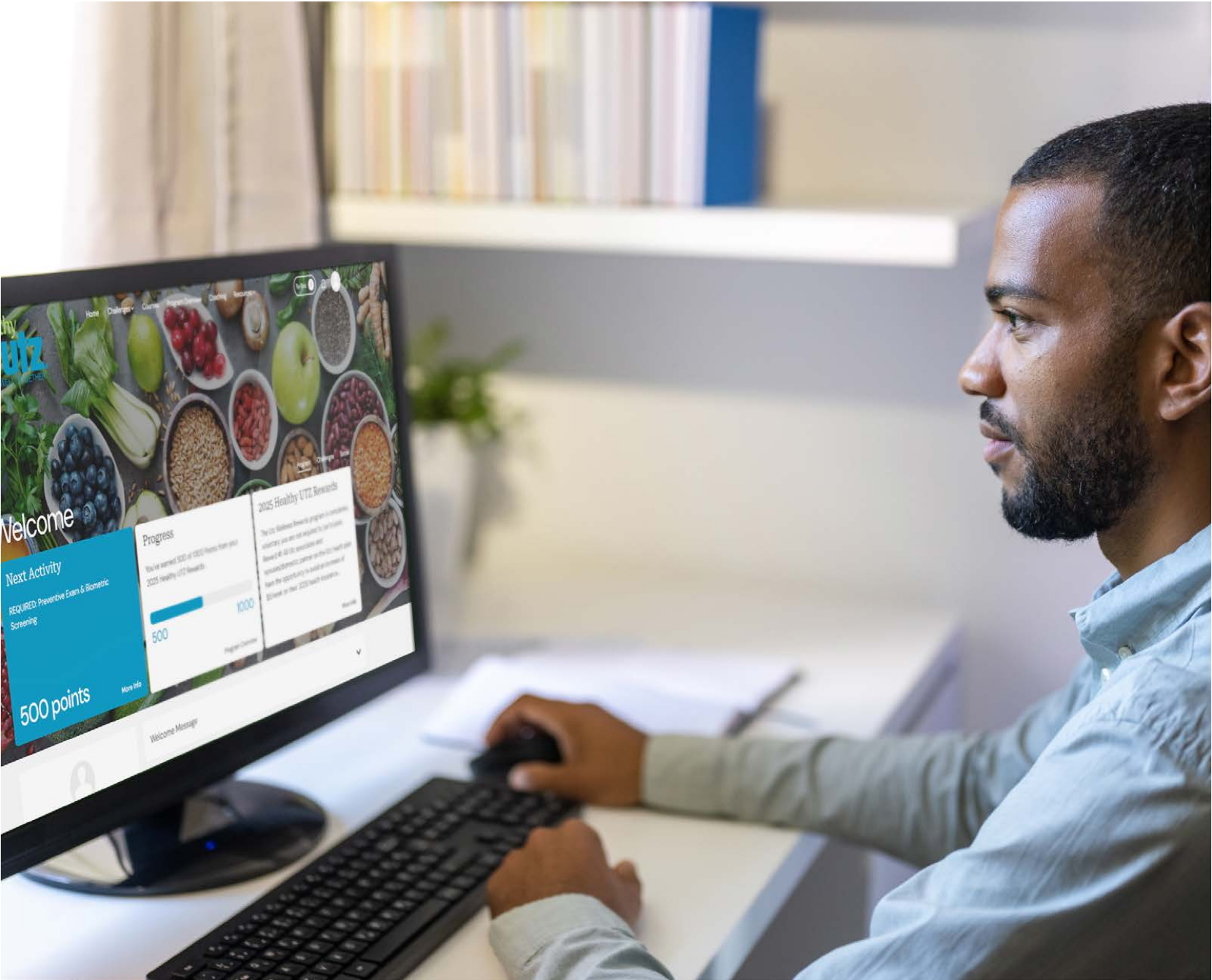
- Completed at least one year of employment
- Maintained performance standards
- Remained actively on the payroll
- Enrolled in courses or programs relevant to their current role or future growth within Utz

We believe in fostering career advancement and lifelong learning. Learn more about how we invest in associate attraction and retention to help our associates succeed.

### Breaking Down Barriers to Health and Well-Being

At Utz, we are committed to making health and wellness more accessible by addressing factors that impact well-being. My Healthy Utz serves as a one-stop hub for healthy living tools, the annual wellness rewards program, and comprehensive details on all Utz benefits. To further enhance accessibility, we use the Crunch Connection app as a resource center and communication platform, keeping associates engaged and informed.

In 2024, our partnership with Allied Benefits introduced new ways to optimize health care resources, making it easier and more seamless for associates to access benefits. With the support of expert case managers and trained customer advocates, associates receive personalized guidance toward high-quality care, leading to better health outcomes while effectively managing health care costs.



# Community Involvement

Since our beginning over 100 years ago, Utz has embraced giving back to enrich the communities in which we work and live. Through product donations, monetary contributions, associate volunteerism, and in-kind assistance, we strive to foster the development of stronger communities.

## Utz Charitable Community Donation Policy

Utz believes in supporting nonprofit organizations in our communities. We use our Charitable Community Donation Policy to coordinate donations, which aligns with our overarching corporate social responsibility strategy and business goals. In 2024, Utz donated over \$250,000 in combined monetary and food product donations to 501(c)(3) charitable organizations. To learn more about the Policy, visit the [Charitable Community Donation Policy](#).

# \$250K+

UTZ DONATED TO CHARITABLE ORGANIZATIONS

## Associate Engagement

In 2024, Utz continued to foster a culture of community engagement through various volunteering opportunities and donation programs. Associates are encouraged to give back and make a meaningful impact both inside and outside of Utz. Utz amplifies the impact of associate donations through a matching gift program with United Way. United Way is a global network of over 1,800 local nonprofit fundraising affiliates that coordinate volunteering, funds career pathways for young people, generates financial security, contributes to healthy communities, and enhances community resilience. Our matching gift program amplifies individual associate contributions, showing that when we work together, we can achieve even more. In 2024, our combined contribution totaled more than \$65,000 to United Way.

# \$65K+

UTZ DONATED TO UNITED WAY



## Next Stop: Snack Town

Utz's Snack Town event is a beloved community event held annually at Hanover Square, organized by the Hanover Chamber of Commerce, in Hanover, Pennsylvania. As the main sponsor since its inception, Utz has proudly supported this event for the past five years. In July 2024, the event featured over 250 vendors, live entertainment, and free activities for the community to enjoy. Each year, Utz engages attendees by offering product samples, hosting games with prizes, and showcasing the Utz antique car and company history. With a team of nearly 20 associates on-site, our booth consistently draws large crowds, reinforcing our commitment to the community and sharing the joy of Utz products.

# Planet

At Utz, environmental stewardship isn't just about responsibility – it's about innovation, efficiency, and resiliency in a changing climate. By optimizing our operations and using resources wisely, we not only reduce our environmental impact but also strengthen our business for the future.

We're always looking for ways to improve, from cutting waste and lowering emissions to maximizing efficiency. In 2024, we made strategic investments in plant rationalization, reorganization, and advanced measurement systems – paving the way for even greater progress in 2025 and beyond.

## In This Section:

Environmental Management	24
Climate Impact	26
Waste and Water	29
Supply Chain Responsibility	32



# Environmental Management

At Utz, we not only comply with all applicable environmental regulations, we also continually strive to reduce our environmental impact. Based on our materiality assessment, conducted in 2022, we prioritize the most important issues for our business and the areas where we can have the greatest impact. These are climate change and energy, waste reduction and recycling, packaging, water, and sustainable agriculture.

## Our Environmental Policy

Introduced in 2024, our [Environmental Policy](#) recognizes our impact on the planet and outlines our proactive approach to environmental stewardship. It guides how we conduct our business with sustainability in mind, from responsible sourcing to innovative packaging solutions.

Our policy stresses the need for continuous improvement in environmental management while recognizing the need for partnership to achieve wide-scale change. Our policy commits Utz to raising awareness of our environmental standards across our supply chain and working together to further our environmental objectives.

Our Environmental Policy covers all aspects of our business, including:

- ✓ Responsible sourcing and sustainable agriculture
- ✓ Production operations and business facilities
- ✓ Packaging
- ✓ Distribution and logistics
- ✓ Greenhouse gas emissions
- ✓ Sustainable operating practices, including resource conservation and waste reduction
- ✓ Research and development
- ✓ Transparency and advocacy
- ✓ Climate risk management

## Environmental Audits

To support continuous improvement in our operational environmental footprint, we conduct on-site audits at our manufacturing plants and large, regional non-sales distribution centers. Our audits evaluate the effectiveness of our environmental management practices and performance. They assess compliance with all applicable laws and regulations, including, but not limited to, site license and permit requirements covering monitoring, recordkeeping, and reporting.

We audit our manufacturing sites with varying frequency but no less than once annually. Based on their lower compliance risk, warehouses are audited up to twice a year and distribution centers are inspected at least once annually by our Facilities and Quality Assurance teams.

In 2024, we did not identify any significant instances of noncompliance during these audits. Starting in 2025, we plan to implement annual independent external audits of each of our sites.

## Environmental Compliance

Our environmental compliance program ensures our adherence to all federal, state, and local regulations. Associate training covers our policies, procedures, and expected behaviors, enabling associates to spot and address risks of avoidable environmental impacts. Our regular site audits identify potential compliance issues and ensure timely corrective action.

Our environmental compliance program covers our key impacts, including:

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

Since 2023, we have streamlined our operations through a major program of plant rationalization and standardized our approach to environmental management across the business. We are developing systematic plans to minimize our impacts in relation to water, spill prevention, waste management, and air quality and have expanded our team to support delivery in 2025 and beyond.

### Notices of Violation

In 2024, Utz received one Notice of Violation (NOV) for an oil spill at our Hanover, Pennsylvania facility. Because the spill was limited in scope and we responded quickly and thoroughly, the only associated monetary penalty was a \$1,024 emergency response reimbursement. We have since taken additional measures to reduce the risk of similar incidents in the future.

Additionally, Utz received 12 NOVs for exceeding permitted wastewater discharge limits, down from 34 in 2023. This reduction reflects our continued efforts to improve wastewater treatment and sanitation procedures.



# Climate Impact

We recognize that climate change presents significant risks to our business, from supply chain disruptions to operational challenges and regulatory changes. To mitigate these risks, we are committed to reducing our greenhouse gas (GHG) emissions through energy efficiency improvements and optimized transportation strategies. Continuous measurement and monitoring are essential to identifying vulnerabilities and ensuring long-term resilience in a changing climate.

## GHG Emissions

We monitor and calculate our GHG emissions in line with the guidance of the GHG Protocol. In 2024, we generated 81,439.3 metric tons of carbon dioxide equivalent. Natural gas combustion in our manufacturing processes contributed 80.6% of our Scope 1 emissions, with propane accounting for less than 1% of that total. Scope 2 emissions from electricity consumption at our facilities made up the remaining 19.4%.

Since our baseline year, 2022, our Scope 1 and 2 emissions have decreased by 24.7%. In part, this is due to plant optimization (from 15 plants to 9 over the past 18 months) which increased the efficiency of our operations. Upgraded equipment and training have also played a significant role.

In 2024, we invested in a new performance management system to support better emissions tracking. This allows us to monitor our progress and facilitates compliance with emerging reporting regulations, such as the California Climate Laws. It also provides the data we need to manage our future emissions, as required.

24.7%

DECREASE IN SCOPE 1 AND 2 EMISSIONS SINCE 2022

9

TOTAL PLANTS FOR OPTIMIZED OPERATIONS IN 2024

### Scope 1 and 2 Carbon Emissions (Metric Tons CO<sub>2</sub>e)

	2022	2023	2024
Scope 1	85,786.3	70,379.0	65,650.1
Scope 2 (location-based)	22,401.9	19,815.0	15,789.3
Scope 1 and 2 emissions	108,188.2	90,194.0	81,439.3

### Emissions Intensity (Metric Tons CO<sub>2</sub>e/\$ Million Revenue)

	2022	2023	2024
Emissions intensity	80.31 <sup>1</sup>	59.02 <sup>2</sup>	61.43 <sup>3</sup>

<sup>1</sup>Our revenue was adjusted to exclude one acquisition and one closed site in FY22. Our adjusted revenue was \$1.347 billion.

<sup>2</sup>Our revenue in FY23 was \$1.528 billion.

<sup>3</sup>Our revenue was adjusted to exclude all plants sold in FY24. Our adjusted revenue was \$1.326 billion.

## Energy Management

Total energy consumption was 383,556 megawatt hours (MWh) in 2024 – a decrease of 19.7% over 2023, due to our ongoing energy efficiency improvements. The majority (84%) of the energy we used was natural gas, while electricity made up a further 12%. Additionally, in 2024, our diesel use decreased by more than 79.5% as a result of a variety of efficiency measures.

The majority (99%) of our electricity came from the grid, with the remainder produced by solar panels at our New Jersey warehouse. In 2024, we did not purchase any additional renewable electricity or renewable energy certificates beyond what is embedded in our local utility company’s generation mix.

Following a successful trial in 2023, we rolled out a new ESG management platform in 2024. Beyond improved energy monitoring, the new system offers greater sophistication in how we track and manage assets across our business, facilitating:

- Optimized equipment maintenance and replacement cycles, reducing the risk of unexpected costs and production downtime
- Production optimization, enabling better resource allocation and reducing costs
- Streamlined reporting, further strengthening our regulatory compliance
- Proactive risk management, enhancing our ability to identify and mitigate potential risks to critical infrastructure

### Energy Use (MWh)

	2022		2023		2024	
	Use	%	Use	%	Use	%
Natural gas	411,541	79.8%	387,154	81%	320,708	84%
Electricity	59,255	11.5%	56,218	12%	45,187	12%
Diesel <sup>1</sup>	23,401	4.5%	18,572	4%	3,816	<1%
Gasoline <sup>2</sup>	21,150	4.1%	15,418	3%	13,667	4%
Renewable energy	81	<1%	191	<1%	112	<1%
Propane	43	<1%	118	<1%	66	<1%
<b>Total</b>	<b>515,471</b>	<b>100%<sup>3</sup></b>	<b>477,671</b>	<b>100%<sup>3</sup></b>	<b>383,556</b>	<b>100%<sup>3</sup></b>

<sup>1</sup>Diesel conversion factor: 1 gallon = 0.0407 MWh

<sup>2</sup>Gasoline conversion factor: 1 gallon = 0.0351 MWh

<sup>3</sup>Totals may not add up to 100% due to rounding.

### Energy Intensity (MWh/\$ Million Revenue)

	2022	2023	2024
Energy intensity	382.7 <sup>1</sup>	312.5 <sup>2</sup>	289.5 <sup>3</sup>

<sup>1</sup>Our revenue is adjusted to exclude one acquisition and one closed site in FY22. Our adjusted revenue is \$1.347 billion.

<sup>2</sup>Our revenue in FY23 was \$1.528 billion.

<sup>3</sup>Our revenue is adjusted to exclude 7 closed sites in FY24. Our adjusted revenue is \$1.325 billion.



## Energy Efficiency in Our Facilities and Manufacturing Plants

Ongoing efforts to reduce energy use are critical to lessening our climate impact. Energy efficiency is a key consideration when replacing old equipment, as it embeds GHG emissions reductions in our business and generates an attractive return on investment.

During 2024, we converted the lighting at our plant in West Deptford, NJ Distribution Center (DC) to LEDs. Installing two new air compressors at one of our plants in Hanover, Pennsylvania, will use around 35% less energy than the old equipment, while additional roof insulation will better retain heat and help reduce energy consumption.

As part of ongoing rationalization across our business, we have implemented round-the-clock operation at some of our larger sites. In Hanover, Pennsylvania, we optimized our operational schedules to reduce spikes in energy consumption and equipment wear associated with short-term shutdown and rebooting of equipment. At smaller plants, we operate five days a week, ensuring lighting, equipment, and compressed air systems are properly shut down over the weekend, reducing our energy use by up to 30%.

# 30%

REDUCED ENERGY USE IN OUR PLANTS COMPARED TO 2023

# 15K

MILES SAVED, REDUCING FUEL AND ENERGY USE

## Transportation and Logistics

Increasing efficiency in transportation and logistics is core to our efforts to reduce emissions. We are working to consolidate our network of warehouses. We are also working to reduce fuel and energy use by optimizing routes and implementing energy efficiency measures at our DCs.

By rationalizing six warehouses in the Hanover, Pennsylvania, area into our new 650,000 square-foot Northeast Logistics center, we will eliminate over 5,000 shuttle journeys between storage locations. Separately, in Alabama, we co-located our own distribution operations to the same complex as our third-party logistics partner, removing the need for 2,160 shuttle trips.

In 2025, we will be rolling out our new snack barrels for cheeseballs, pretzels, and snack mixes. Designed for efficient stacking, more barrels fit on each pallet, reducing the number of truckloads by 600 trucks annually. Combined with other initiatives to improve truck loading, we have increased our average number of pallets per truck by 2% to 24.2 pallets per truck. Where appropriate, we also partner with Flock Freight – a shared truckload service – to combine our shipments with those of other companies and fill each truck to capacity.

We use a transport management system (TMS) to optimize delivery routes. In 2024, we introduced real-time route tracking to monitor any issues in transit, ensuring we maintain the best routes based on road conditions.

In 2020, we began expanding our use of Intermodal Shipping – using multiple modes of transportation to reduce emissions and cost. In 2024, intermodal shipments increased by 9% over the previous year.



### New Snack Barrel Design

Our new snack barrel design will be rolled out in 2025. It is designed for efficient stacking to fit more barrels on each pallet, reducing the number of truckloads annually.

# Waste and Water

As part of our commitment to environmental stewardship, we seek opportunities to eliminate waste, recycle more, and save water. Improved measurement and monitoring of our operational footprint in 2024, is helping us identify opportunities for further savings.

## Waste Diversion

Our waste management approach is founded on reducing as much waste as possible. We then look for ways to reuse or recycle unavoidable waste and divert it from landfill. We ensure all waste disposal complies with federal, state, and local regulations.

We apply a differentiated approach to waste management based on waste type, including:

- Packaging materials, such as cardboard cartons and plastics, are sorted and reused or recycled (see [Packaging](#) for more information)
- Food waste is diverted for use as animal feed
- Used cooking oil is sold for reprocessing
- Potato starch is sold for industrial use
- Wastewater is treated to extract solids for energy recovery, field fertilizer, or anaerobic digestion
- Unsold products are sold through discount outlets or donated to food banks

Despite our ongoing waste reduction efforts, we increased our general waste by 8.6% in 2024, to 11,240.8 tons. Of this, we diverted 86% from landfill. In total, due to our ongoing waste reduction efforts, we reduced our waste to landfill by nearly 50%. We also donated 390 tons of unsold products and sold a further 600 tons through discount outlets. Across all locations, Utz generates a very small amount of hazardous waste as part of its wastewater testing processes.

During 2024, we rationalized our network of waste partners, enabling us to work with a smaller number of contractors that meet our requirements for robust reporting and provide increased visibility into our waste streams. Moving forward, this will help identify ways to reduce waste, maximize recycling, and generate efficiencies for both parties – for example, realizing the environmental and cost benefits of less frequent waste collections.

86%

OF WASTE DIVERTED  
FROM LANDFILL

390

TONS OF UNSOLD  
PRODUCTS DONATED



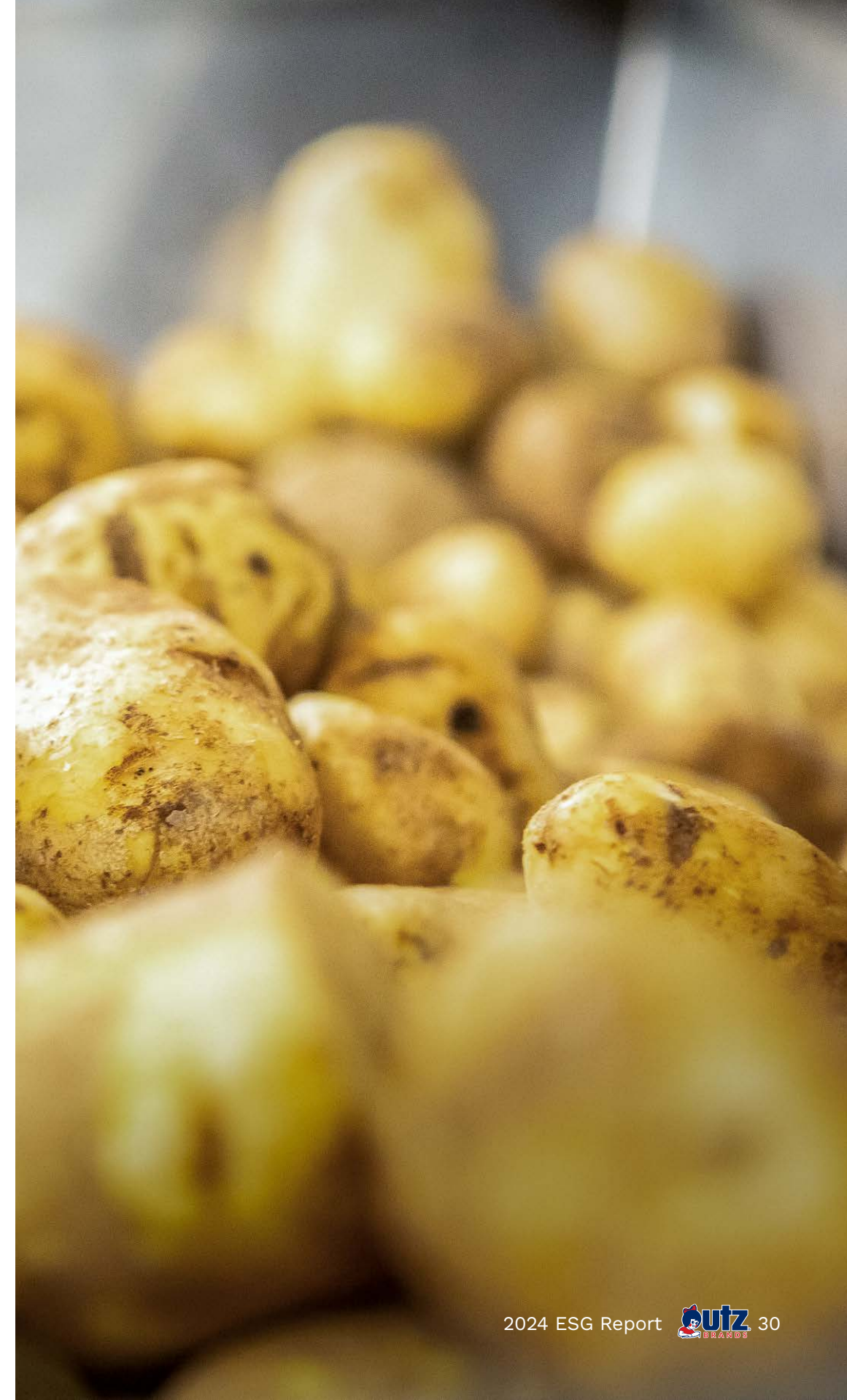
**General Waste (Non-hazardous) Management (Tons)**

Waste Destination	2023	2024
Landfill	5,367 <sup>2</sup>	2,805
<b>Total Disposed</b>	<b>5,367</b>	<b>2,805</b>
Incineration	311	1,213
Recycling <sup>1</sup>	4,674	5,223
Animal Feed	7,947	9,881
Outlet Sales	300 <sup>3</sup>	600
Donations	575	390
<b>Total Disposed</b>	<b>13,807</b>	<b>17,307</b>

<sup>1</sup>Includes incoming distribution packaging that is sorted, baled, and sent for recycling.

<sup>2</sup>Some of our waste management providers do not track the weight of waste due to lack of technology. We estimated this number based on the frequency of pickups and size of containers, applying guidance from the Environmental Protection Agency.

<sup>3</sup>Last year, we reported 6,300 tons of unsold product to outlet sales. This was a calculation error, and we have restated an accurate total of 300 tons.



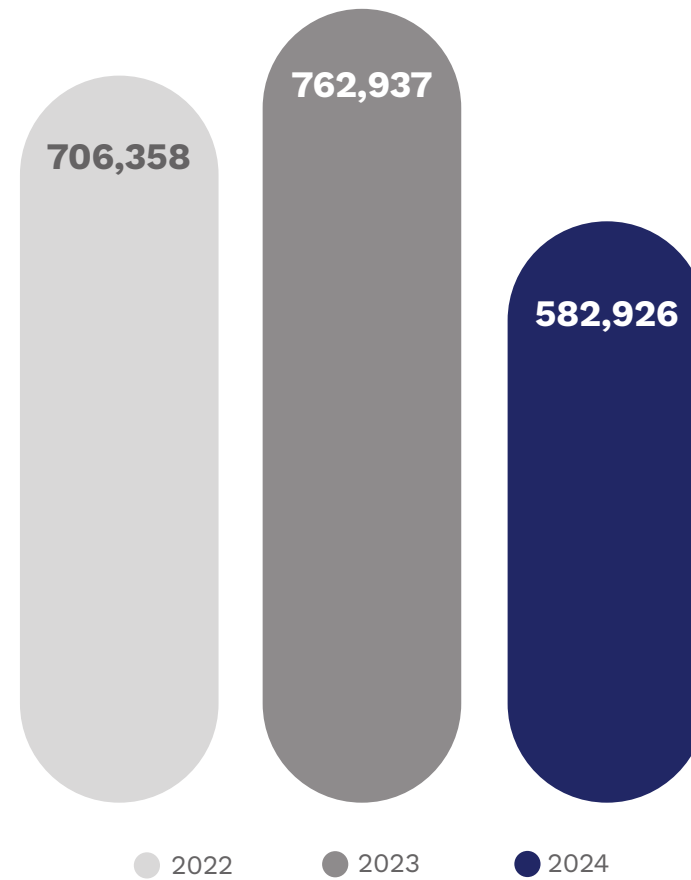
## Water Minimization

At 582,925 m<sup>3</sup>, our water withdrawal was down by nearly 24% in 2024, and in line with withdrawal volume in 2023. This has been partially offset by recent rationalization, including the reduction of the number of Utz plants to nine.

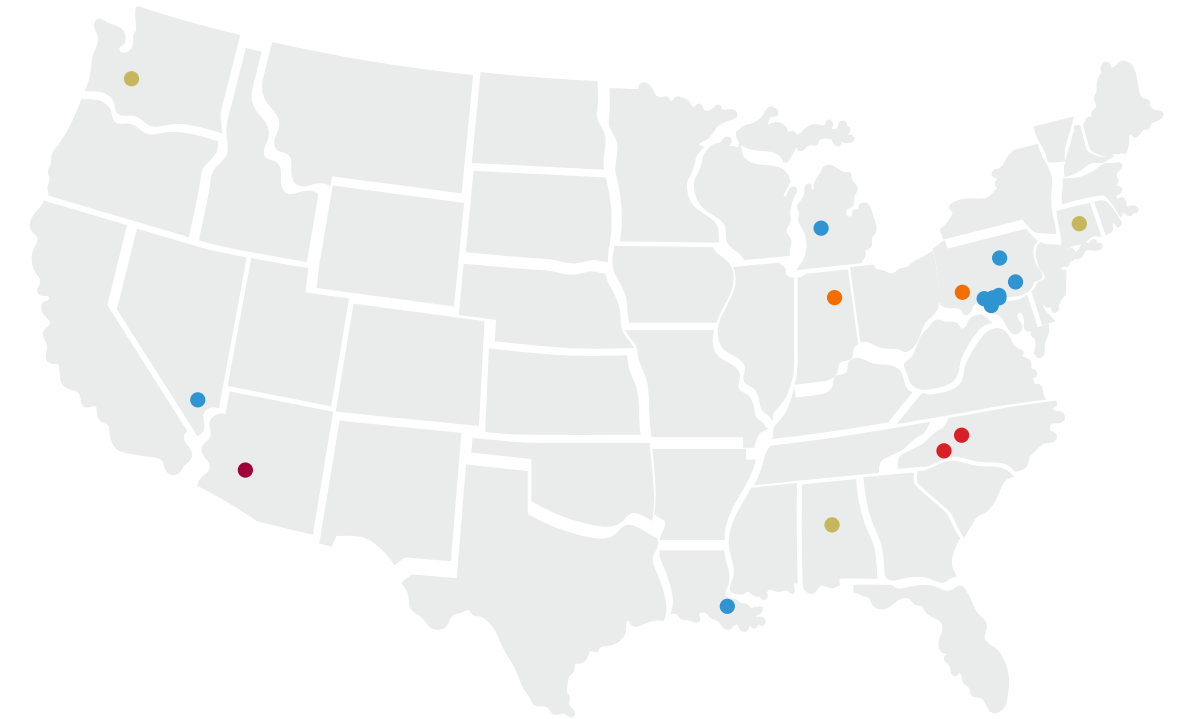
We use a limited amount of water in our production processes, mainly for peeling and de-starching potatoes, and to transport potatoes around our sites using our flume system. Within each process, we recycle water to reduce our use. Once water can no longer be reused, we treat it before discharging to municipal wastewater treatment systems (see [Environmental Management](#)).

We recognize the importance of water management to our stakeholders, as outlined in our Environmental Policy. Using World Resources Institute Water Risk Atlas evaluation standards, we identified that one of our nine facilities is located in an area of high-water stress. None of our sites are in areas of extremely high-water stress. In early 2024, we divested four sites located in areas of medium-high and high-water stress, and one in an area of extremely high-water stress. These divestments have reduced our overall water stress exposure.

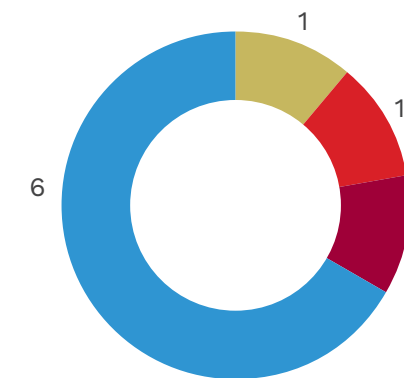
WATER USE (m<sup>3</sup>)



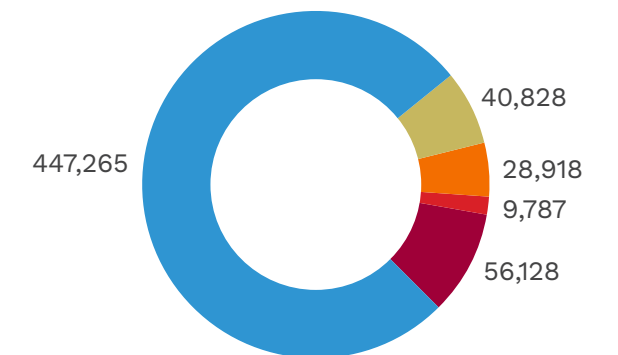
WATER STRESS BY SITE LOCATION



WATER STRESS BY NUMBER OF SITES



VOLUME OF WATER WITHDRAWN (m<sup>3</sup>)



● Low (>10%)   
 ● Low-medium (>10%–20%)   
 ● Medium-high (>20%–40%)  
● High (>40%–80%)   
 ● Extremely high (>80%)

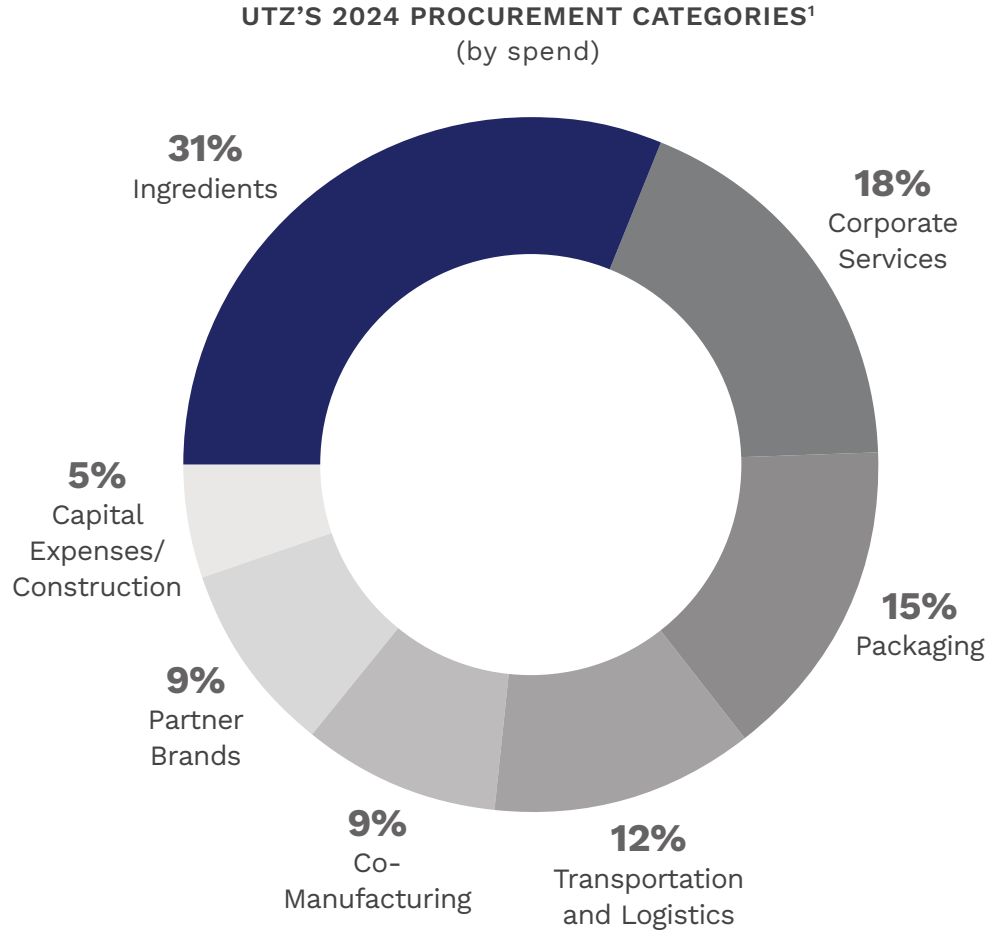
# Supply Chain Responsibility

We maintain enduring relationships with our suppliers, ensuring the quality and reliability of our raw material supply. As part of our commitment to sustainability, we require suppliers to contractually adhere to our Supplier Code of Conduct, promoting ethical and environmental practices throughout our supply chain.

### Our Supply Chain

Ingredients represent the largest portion of our procurement, accounting for 31% of our total spend. Approximately 99% of our agricultural suppliers are based in North America, with a small portion of purchases, such as specific oils and packaging materials coming from regions outside North America.

Recognizing the relationship between procurement practices and climate impact, we emphasize the importance of ecologically balanced soils and diverse ecosystems with our suppliers. These elements are vital for long-term agricultural productivity and environmental resilience. Learn more about our commitment to soil and biodiversity management in our Environmental Policy.



### Engaging Our Supply Chain

At Utz, we believe that responsible sourcing is fundamental to achieving our sustainability and business goals. By partnering with suppliers who share our commitment to ethical practices, environmental stewardship, and social responsibility, we aim to ensure high standards across our supply chain.

### Existing Suppliers

Our Supplier Code of Conduct – updated in 2022 – holds suppliers accountable for adhering to specified laws, regulations, and Utz standards. Available on our website, the Code addresses sustainability issues such as business ethics, food safety and quality, environmental stewardship, land rights, nondiscrimination, and human rights. It explicitly prohibits practices contributing to deforestation or biodiversity loss and requires suppliers to disclose environmental impacts and performance. Existing suppliers are required to commit contractually to the Code when renewing agreements.

To supplement our Code, we provide a sustainability survey to most of our existing ingredient suppliers, some packaging suppliers, and all new raw material suppliers. The survey covers topics such as ESG programs, commodity resilience, workforce management, certifications, and supplier relationships. Completion is required for all new suppliers. In 2024, 90% of relevant suppliers in this group completed the survey.

<sup>1</sup>Totals may not add up to 100% due to rounding.



## Supplier Code of Conduct

Our Supplier Code of Conduct aligns with the International Bill of Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, the Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and the Ten Principles of the UN Global Compact.

Our new supplier scorecard which will track sustainability performance will be launched in 2025. The goal is to assess performance, identify areas for improvement, provide feedback, and promote transparency and accountability across our supply chain. In 2024, we launched a Supplier Quality Manual to ingredient suppliers that outlines product food quality and safety requirements.

The manual references our Supplier Code of Conduct, and supporting supplier acknowledgement and understanding of our expectations for our food safety program. In 2024, 85% of suppliers acknowledged the Supplier Quality Manual.

In 2024, we established a Center of Excellence (COE) within the Procurement Department which aims to centralize our procurement function into a unified structure to improve efficiency. Sustainable and responsible sourcing are key to the COE’s operation. The transition to a unified procurement team, effective in early 2025, will further support our sustainability goals.

### New Suppliers

Our vendor selection process has traditionally focused on quality, reliability, and price. Now, we also evaluate suppliers based on social, environmental, and ethical performance. However, this assessment does not impact a supplier’s selection. New suppliers are required to contractually commit to our Code during the selection and contracting process. In 2023, acknowledgment of the Code was fully integrated into the onboarding and renewal processes for new suppliers. As a result, in 2024, 90% of our new suppliers contractually committed to the Code.

### Agricultural Suppliers

At Utz, we prioritize the key crops and ingredients that our business depends on, with potato farmers being at the forefront. We collaborate closely with ingredient suppliers and farmers to enhance sustainability, build resilience, and improve the quality of the products we rely on most.

In 2024, we engaged with our three largest ingredient suppliers, whose sustainability practices include fertilizer management, crop rotation, water conservation, and regenerative agriculture to reduce carbon emissions and improve soil health. In addition to the aforementioned three, we also met with seven of our potato growers, representing over 17% of our potato suppliers, to discuss their energy-saving practices and fuel usage monitoring.

We support research initiatives aimed at building the capacity of our potato farmers to achieve more sustainable farming practices. We give financial support and contributions to industry and educational outlets, including those conducting research, to optimize soil health, improve crop yields, and support business education. In 2024, we contributed more than \$110,000 to industry initiatives, with over 99% directed to research. Our affiliation with Potatoes USA further supports research into improved product quality and farm profitability.

90%

OF OUR NEW SUPPLIERS  
COMMITTED TO OUR CODE  
OF CONDUCT IN 2024

99%

OF INDUSTRY INITIATIVE  
CONTRIBUTIONS WERE  
DIRECTED TO RESEARCH

## Risk Mitigation and Resilience

Utz minimizes supply chain risk through diversification, proactive management, and flexibility. By sourcing ingredients from multiple North American growers, we mitigate climate and weather-related risks, ensuring a stable supply. Our procurement team enhances resilience through geographic diversification, flexible sourcing, and expanded inventory storage, including forward-buying and a network of backup suppliers.

In 2024, we enhanced our fuel hedging program to provide budget certainty and better manage cost variability. While traditionally focused on hedging agricultural commodities, as well as natural gas for plant operations, the program now encompasses other fuels, including ultra-low sulfur diesel.

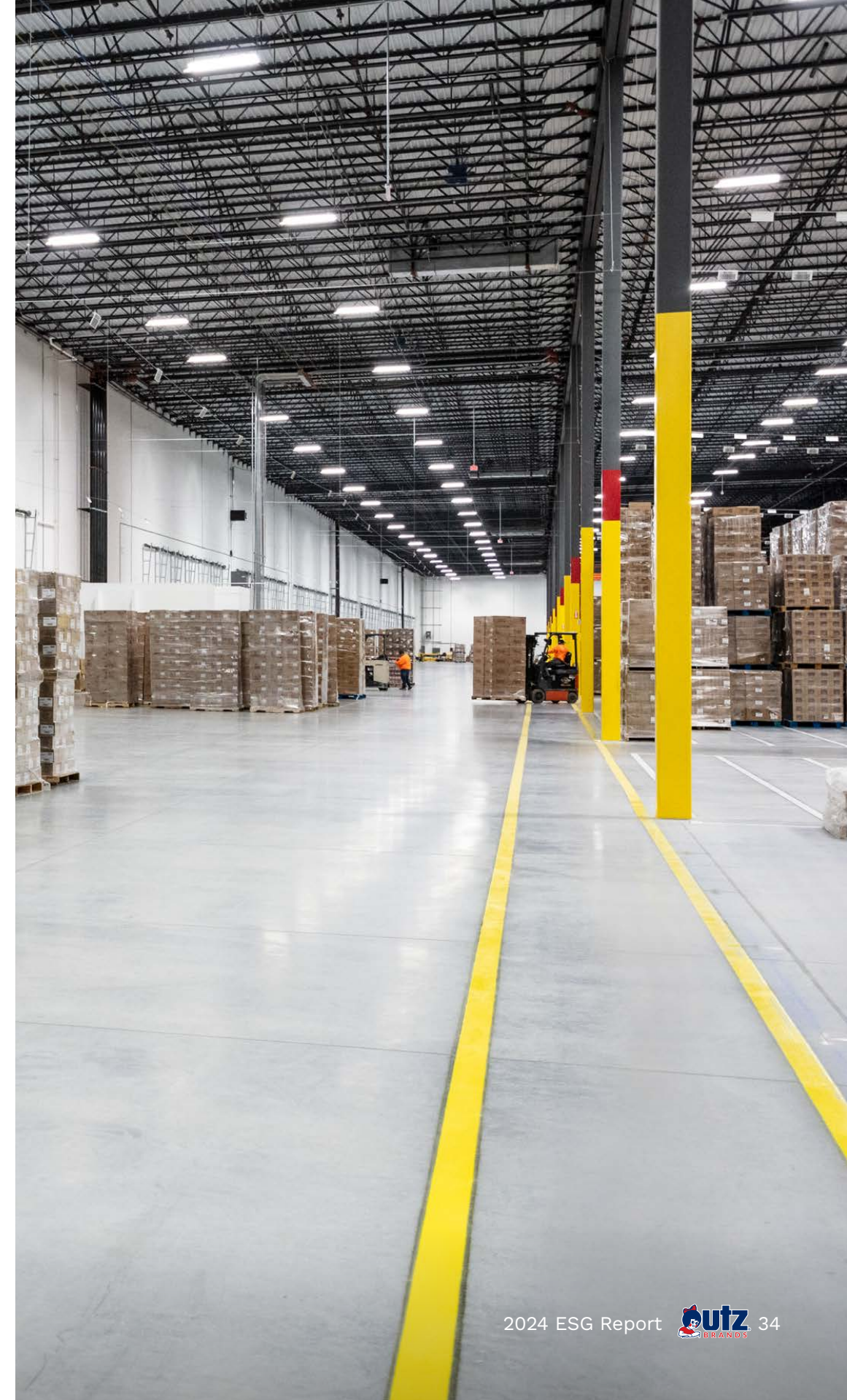
In 2024, a fire at a key supplier caused a temporary disruption in our organic dairy supply. We continued to produce and deliver our products throughout the disruption with no impact to consumers. This ability to react to unexpected events demonstrates the strength of our sourcing procedures.

Palm oil represents less than 1% of our spend, and 100% of it is certified by the Roundtable on Sustainable Palm Oil (RSPO). We monitor the availability of RSPO-certified oil from our suppliers in our ongoing efforts for greater sustainability and transparency on this issue.



**In 2024, we completed the consolidation of six warehouses in the Hanover, Pennsylvania, area into a single facility, the Rice Distribution Center.**

This optimization enhances our distribution strategy, reducing shipments, movements, and truck usage.





# Products

At Utz, we're committed to safety, quality, and variety, so our customers can enjoy our chips, pretzels, and snacks with confidence. From sourcing ingredients to delivering the final product, we follow procedures to ensure consistent safety and quality.

At the same time, we're working to make our packaging more sustainable – reducing plastic use and promoting recycling to help protect our planet.

## In This Section:

Packaging	36
Product Quality, Safety, and Transparency	40



# Packaging

We are always looking for ways to make our packaging more sustainable and efficient – without sacrificing safety, quality, or freshness. Our focus is on designing lightweight packaging, enabling recycling with single-material designs, and incorporating recycled materials.

## Product Packaging

In 2024, significant changes to our product packaging occurred which supported our ongoing sustainability program. We continue to innovate to reduce material used and increase recycled content, in an attempt to produce more sustainable packaging that performs as well as more traditional designs.

### Flexible Bags

Our flexible snack bags are made from a laminate of polypropylene (PP) film and metal. Including the thin metal lining improves barriers to moisture, oils, air, and odors – keeping our products fresh and tasty. Our primary innovation with this packaging format is to reduce the thickness of the plastic layer, while maintaining product quality. Through this innovation, in 2024, we saved more than 170,800 pounds of plastic by transitioning from 90- to 70-gauge film for Utz and some of our Vitner’s branded products. We also piloted switching to lighter 90-gauge film for our range of Boulder Canyon products.

Our efforts to reduce plastic were offset by growth in our Boulder Canyon brand. In 2024, our use of PP increased by 8%.

### Multi-Packs

Starting in 2024, all our multi-packs are now packed in Coated Recycled Paperboard (CRB) made from 100% recycled material instead of linear low-density polyethylene (LLDPE) plastic sacks. This eliminates 251,200 pounds of plastic per year. CRB is recyclable through the standard corrugated recycling facilities. To further reduce packaging, we are exploring the use of cartons made from 24-point board – lighter than the current 28-point board.

### Plastic Barrels

Our iconic snack barrels of cheeseballs, pretzels, and snack mixes are made from polyethylene terephthalate (PET) and therefore widely accepted in recycling programs throughout the U.S. In 2023, we designed a new barrel that stacks more efficiently and uses less resin, thanks partly to a new, stronger, continuous threaded lid. Trials in 2024 led to a further weight reduction of our 1.96-gallon barrel from 7.9 ounces to 6.7 ounces. This is expected to cut the amount of resin we use by 200,621 pounds annually.

We are rolling out the new barrels in phases, starting with our largest selling products to maximize material savings and transportation efficiency. By the end of September 2025, all barreled products will be available in the new barrels.



## Exploring the Commercial and Environmental Benefits of Standardization

At Utz, we use a wide variety of packaging to ensure our snacks stay fresh and have a long shelf life. By transitioning to fewer, more sustainable options, we can reduce complexity, cut costs, and enhance automation. Standardization also aligns with customer demand for reduced packaging, particularly less plastic packaging, and helps meet emerging regulation on extended producer responsibility in the various states where our products are sold. A new project aims to consolidate the size and type of corrugate boxes we use and reduce the variety of plastic films. For example, we currently produce both 12- and 14-pack boxes. Changing to the same sized box for all lines could allow us to reduce the amount of board we use per year, along with reducing emissions and transport costs. Our Product and Engineering teams are seeking greater standardization around the most sustainable packaging formats available to us.



**Linear Low-Density Polyethylene (LLDPE)**



**Coated Recycled Paperboard (CRB)**



**Polypropylene (PP)**



**Polyethylene Terephthalate (PET)**



**Corrugate**

### Product Packaging

Material	2022		2023		2024	
	Total weight of packaging (tons)	Recycled content (%)	Total weight of packaging (tons)	Recycled content (%)	Total weight of packaging (tons)	Recycled content (%)
LLDPE <sup>1</sup>	--	--	--	--	--	--
CRB	--	--	--	--	1,609.0	100%
PP	6,264.9	0%	6,183.8	--	6,669.0	0%
PET	6,508.6	0%	5,589.3	--	6,075.5	0%
<b>Total</b>	<b>12,773.5</b>	<b>0%</b>	<b>11,773.1</b>	<b>N/A</b>	<b>14,353.5</b>	<b>0%</b>

<sup>1</sup>We do not currently measure our LLDPE use in a disclosable format. We are working to measure, track, and disclose this data.

## Distribution Packaging

Our approach to distribution packaging focuses on durability, reuse, and waste reduction throughout our supply chain. From the corrugate cartons that deliver our products to stores, to the flexible polyethylene wrap that protects shipments in transit, we prioritize materials that can be reused or recycled when possible. By collaborating with retailers and distribution partners, we aim to maximize returns of corrugate and extend the lifecycle of our materials.

### Corrugate Cartons

Our products are shipped to stores in durable corrugate cartons. In 2024, we used over 51,000 tons of corrugate to pack our products. In 2024, we began collecting data on the corrugate used by our contract manufacturers to ship Utz branded products, as well as our own corrugate use. Tracking this additional information skews our 2024 volume of corrugate as compared to previous years, but more closely reflects the impact of our business.

We aim to reuse our corrugate cartons as many times as possible and offer incentives to retailers and distribution partners to return them. For local customers, we also collect previously used packaging when we make our next delivery. On average, corrugate cartons are reused 1.5 times before being recycled.

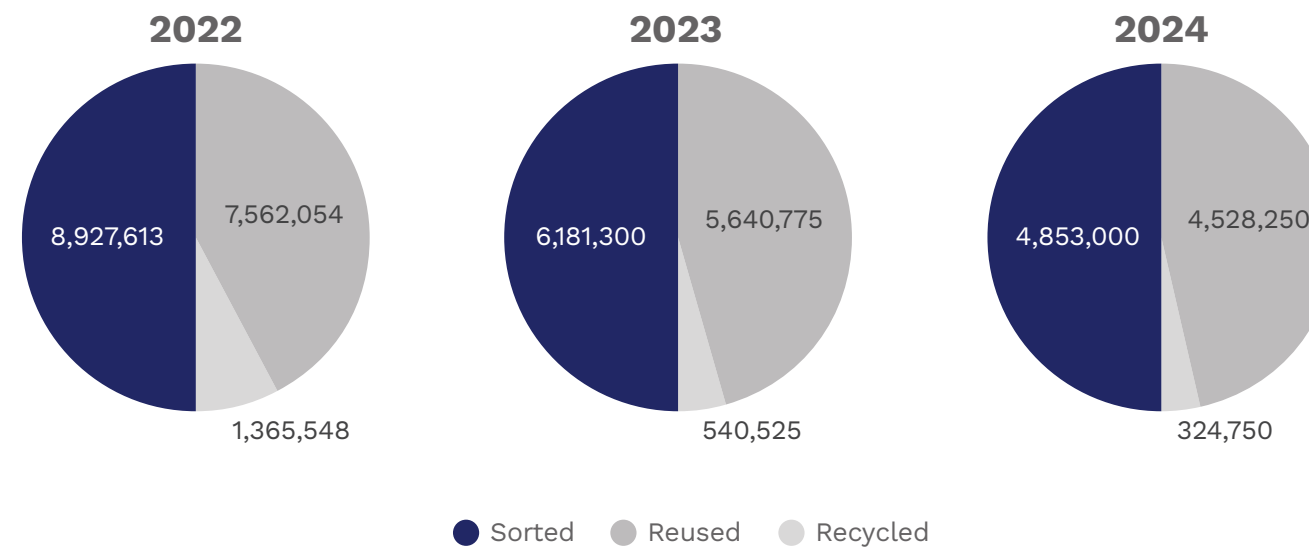
Distribution Packaging						
	2022		2023		2024	
Material	Total weight of packaging (tons)	Recycled content (%)	Total weight of packaging (tons)	Recycled content (%)	Total weight of packaging (tons)	Recycled content (%)
PP	282	0%	287	0%	227	0%
Corrugate <sup>1</sup>	19,200.4	40%	26,591.7	71%	51,043.3 <sup>2</sup>	49% <sup>3</sup>
<b>Total</b>	<b>19,482.4</b>	<b>40%</b>	<b>26,878.7</b>	<b>40%</b>	<b>51,270.3</b>	<b>40%</b>

<sup>1</sup>Any packaging made of paper with flat outer layers and a grooved middle layer that enhances rigidity.

<sup>2</sup>2024 data includes corrugate used by contract manufacturers producing products under contract from Utz.

<sup>3</sup>We changed corrugate suppliers in 2024. Our new partners use less recycled content in their product. As a result, 49% of our corrugate came from verified recycled sources, down from 71% in the prior year.

### CORRUGATE CARTON REUSE AND RECYCLING

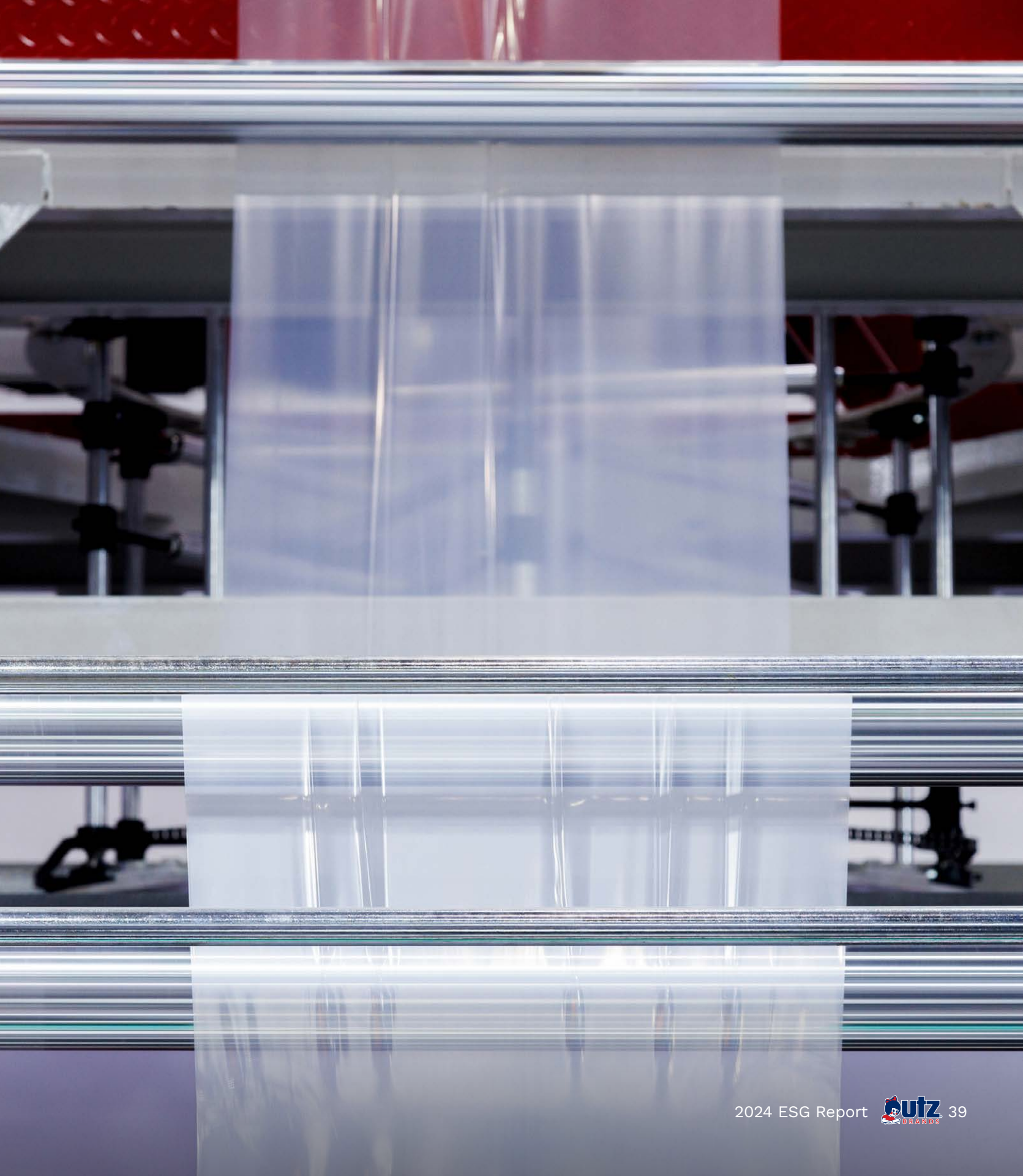


**Flexible Polyethylene Plastic Wrap**

In 2024, we purchased 277 metric tons of flexible polyethylene (PE) plastic wrap to protect our outgoing shipments – a decrease of 3% from 2023, due to the ongoing rationalization of Utz’s operations. The decline was partially offset by an increase in PE use at our Hanover, Pennsylvania, plant which was caused by wrapping all product pallets shipped to streamline transportation and minimize damage. This reduces product waste and downstream emissions from decomposing food waste.

**Recycling Incoming Distribution Packaging from Our Suppliers**

As part of our ongoing waste minimization program, we remain committed to recycling as much incoming packaging as possible. Our suppliers primarily use corrugate cartons, in addition to PE pallet wrap, PET containers, PP supersacs, and pallets to protect their shipments. We sort and bale this material at our distribution centers and send it for recycling as part of our wider waste diversion program.



# Product Quality, Safety, and Transparency

At Utz, we believe great snacks start with great ingredients. That is why we carefully source to ensure every bite is delicious and satisfying. Our high standards in manufacturing strive to produce top-quality products consumers can trust. We also make it easy to access nutritional information, so consumers can make informed choices as they enjoy the snacks they love.

## Product Safety

### Associate Training

Training is essential to maintain our product quality standards and produce high-quality products. Our plant managers and associates at our manufacturing facilities undergo annual training in the areas of safety, personal hygiene, foreign material prevention, safe manufacturing practices, allergen management, regulatory requirements, and more. We use proficiency tests to evaluate knowledge and understanding. Individuals must retrain and retest until they achieve the necessary proficiency level.

We offer a combination of in-person and virtual sessions. During 2024, we made greater use of virtual training as it helps us to maintain the 100% participation levels we require by allowing our associates to fit training around work and personal commitments.



**We make it easy to access nutritional information, so consumers can make informed choices as they enjoy the snacks they love.**

In 2024, we extended our product safety training program to include our Research and Development Teams and corporate level associates who regularly visit our manufacturing sites.

## Supplier Screenings

Delivering quality products starts with sourcing the finest ingredients. Our sourcing procedures are founded on rigorous supplier screening, covering facility and product testing, and audit reviews. We rely on two main protocols to ensure our suppliers maintain high food safety standards – the Global Food Safety Initiative (GFSI) that provides the benchmark for food safety globally and the U.S. Department of Agriculture (USDA) Good Agricultural Practices (GAP) audit. Beginning in 2024, all of our potato suppliers are required to pass the GAP audit to continue supplying their product to Utz.

We also vet foreign suppliers according to the Food Safety Modernization Act (FSMA) Foreign Supplier Verification Program. This ensures that imported ingredients, such as some of our cooking oils, meet the same high standard as U.S. products.

## Product Testing

Food safety is our priority. We comply with all U.S. Food and Drug Administration (FDA), USDA, FSMA, and GFSI regulations and guidance on food safety and quality control. Utz facilities are registered under the FSMA's Bioterrorism Act. We monitor changing regulatory requirements and update testing procedures in response to emerging safety concerns, if necessary.

We adopt a risk-based approach to in-house and precautionary testing following the FDA's Hazard Analysis and Critical Control Point (HACCP) principles. Thanks to this rigorous approach, we had only one product recall and no regulatory findings in response to audits and inspections during 2024.

Our quality control processes also focus on testing for attributes that could affect product quality, such as seasoning levels and excess moisture. For our gluten-free items, we test both the raw materials and the finished product to verify their gluten-free status. All equipment is tested after cleaning to check it is free of allergenic residues. This robust testing regime seeks to ensure that all Utz products can be confidently enjoyed by our customers.

## Utz Facility Testing and Audits

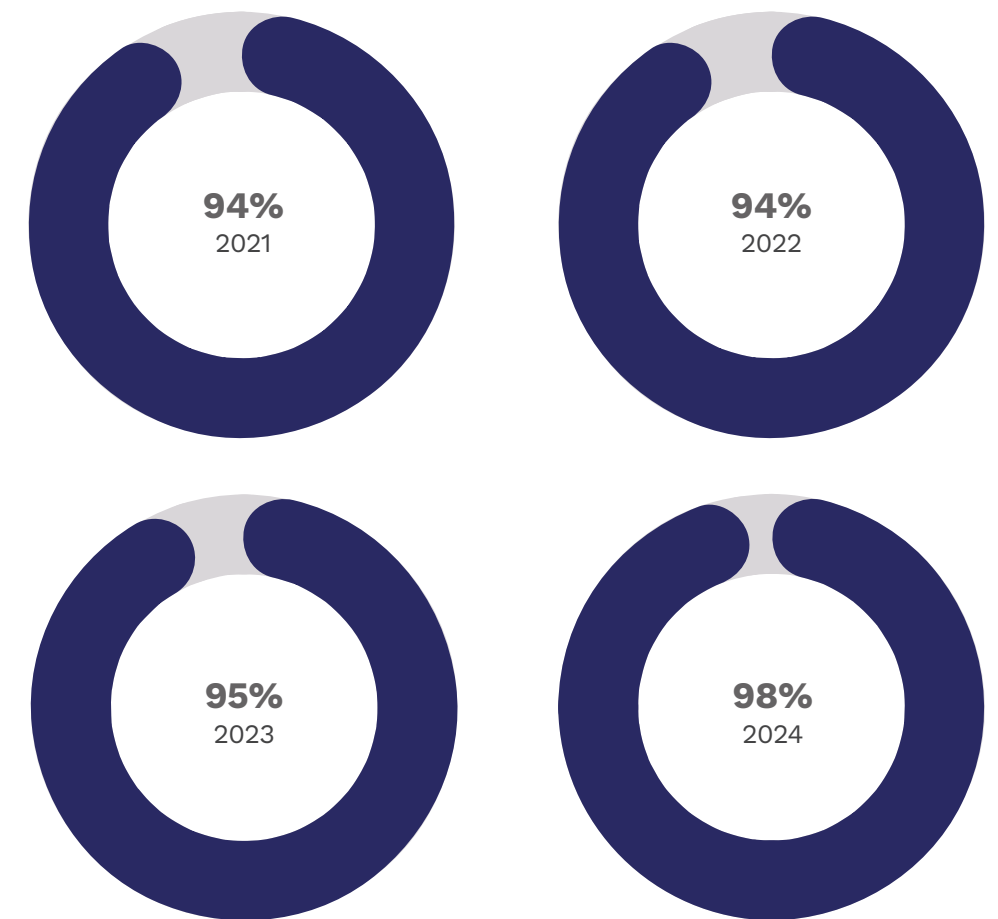
Since 2023, we have pursued independent certification to demonstrate compliance with Safe Quality Food (SQF) standards, across the full value chain from farm to store. In 2024, we achieved a more than two-point increase in our average SQF score to reach 98%. All sites scored at least 96%.

The improvement in our performance was achieved by ongoing standardization of our processes and procedures across our sites. The program has built a solid foundation for continuous improvement, clarifying expectations for site leaders and encouraging greater sharing of best practices within Utz.

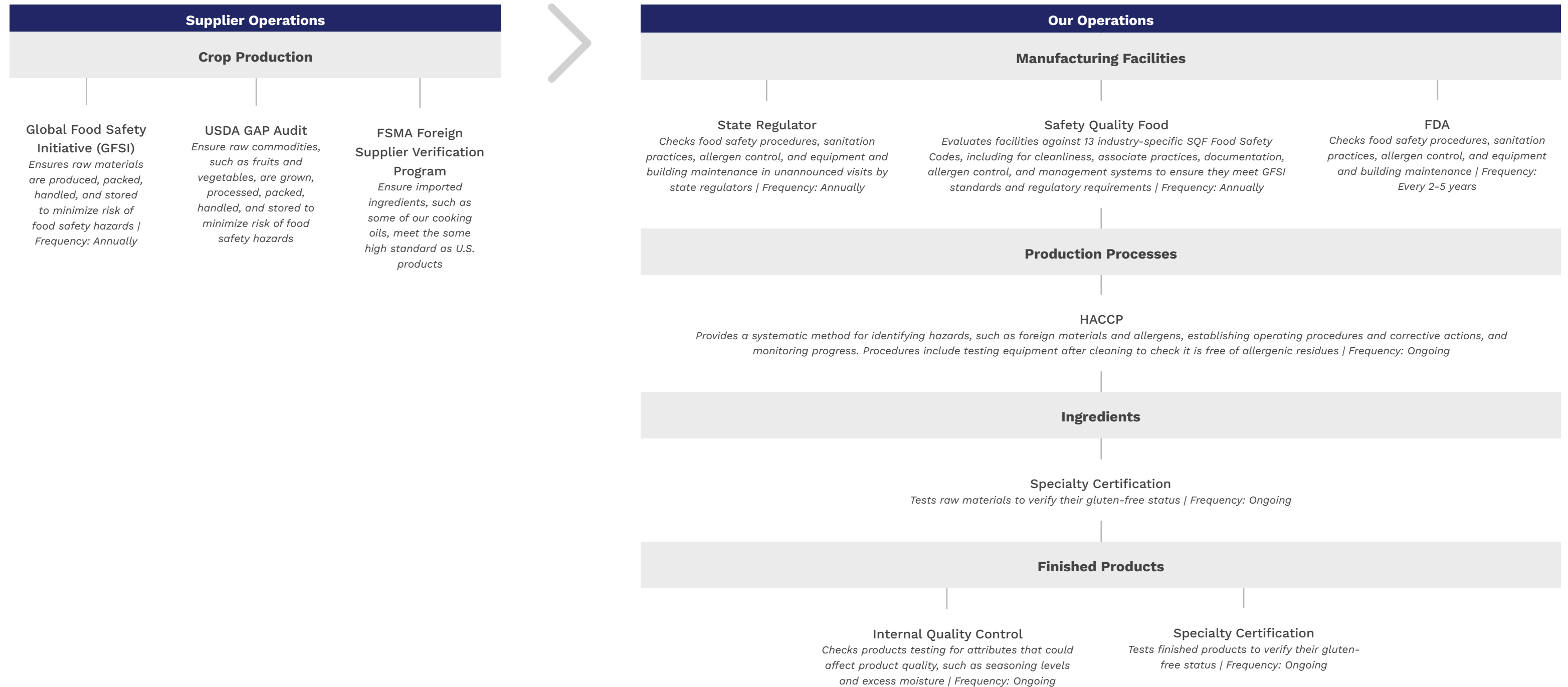
Third-party audits verify that we operate in line with federal, state, and local laws, and highlight opportunities for continuous improvement. Our facilities are audited annually by GFSI and by state regulators in unannounced visits. The FDA also inspects our sites every 2-5 years. In 2024, all our sites were GFSI audited.

We are proud that we received no notices of violation during any food safety audit or inspection. Auditors include recommended improvements in their post-inspection report. We implemented all suggestions as part of our ongoing commitment to continuous improvement, ensuring that Utz's facilities meet all health and safety standards.

SQF AVERAGE SCORE FOR UTZ FACILITIES



## Testing and Auditing Across our Value Chain



## Overview of Food Safety Organizations and Regulations

### Global Food Safety Initiative (GFSI)

Sets the benchmark for national food safety programs, ensuring they meet internationally recognized stringent food safety standards. GFSI endorses Safety Quality Food (SQF), British Retail Consortium Global Standard for Food Safety, and FSSC Scheme for Food Safety Management Systems.

### U.S. Department of Agriculture (USDA)

Federal agency overseeing commercial agriculture and livestock food production, including ensuring food safety.

### U.S. Food and Drug Administration (FDA)

Federal agency responsible for protecting public health by ensuring the safety, efficacy, and security of food, medicines, medical devices, and cosmetics.

## Standards and Regulations

### Bioterrorism Act

Outlines the role of food producers in protecting the public from potential terrorist threats aimed at the U.S. food supply.

### Food Safety Modernization Act (FSMA)

Strengthens the FDA's authority to regulate the way foods are grown, harvested, and processed.

### Safety Quality Food (SQF)

Stringent food safety and quality program that assesses how food is produced, packaged, handled, and stored from farm to retail stores.



## Product Transparency

Accurate and detailed information is critical for consumers to make informed snacking choices. Our product labeling seeks to ensure that consumers can easily find information about the ingredients we use, the nutritional content of our products, and potential allergens.

We include all legally mandated nutritional and allergen information on product packaging, alongside labels for additional attributes, such as non-GMO, when applicable. Scanning an on-pack QR code directs consumers to supplementary information on our website. We also train our Customer Care Team to answer questions about our products and ingredients.

We offer a range of products suited to specific dietary requirements, including kosher and gluten-free products, as well as lines certified as organic or non-GMO.

## Nutrition and Innovation

Consumers want snacks that fit their dietary needs and choices – for example, for a low-salt or reduced-calorie diet. We monitor these trends and explore ways to adapt our products to reflect changing customer preferences. Our product specialists also monitor regulatory developments to ensure we stay up to date on the latest guidance.

### Utz Specialty Product Certifications

<b>Gluten-free</b>	We use two recognized criteria: the Gluten-Free Certification Organization voluntary third-party certification, which sets strict thresholds for gluten content, and FDA regulations, which define gluten content for products sold in the U.S.
<b>Non-GMO</b>	We certify our products with the Non-GMO Project, a nonprofit organization that administers North America’s most rigorous certification for avoiding GMOs.
<b>Organic</b>	We seek federal USDA organic certifications for products that foster resource cycling, promote ecological balance, maintain and improve soil and water quality, minimize the use of synthetic materials, and conserve biodiversity. <sup>1</sup>
<b>Kosher</b>	OU Kosher, the world’s largest kosher certifying agency, certifies our kosher snacks. OU Kosher sets standards for pareve, dairy, and meat/poultry products.
<b>Whole Grains</b>	We participate in the Whole Grains Council and seek the Whole Grain Stamp for certain products that maintain whole grain qualities after processing.

<sup>1</sup> Our organic snacks marketed under the Good Health® brand were sold to Our Home™ in February 2024, and remain under a Transition Services Agreement with Utz for a year.

In 2024, we grew our internal innovation capability within our Product and Packaging Development and Regulatory Science Teams by 18%. The investment strengthens our innovation pipeline and enables Utz to better anticipate and meet future customer needs. We also increased our use of external sensory testing experts to ensure our products have the characteristics consumers expect. This includes testing for packaging specifications such as resistance to bag popping and ensuring products stay fresh and have a long shelf life.

During 2024, we continued to assess the sodium levels of our products based on the FDA’s guidance on voluntary sodium reduction for food. We have already launched new versions of 40% of the products identified for reformulation. The remainder will be reformulated by the first quarter of 2026.

In 2024, we added more single-serve products to our multi-packs, which we believe help to promote portion control and control calorie intake. A total of 109 products are now available in packs of one ounce or less, compared to 23 in 2023. Meanwhile, 522 items are available in packs of three ounces or less – up from 97 in 2023. We continue to add more lines to this single-serve size range.

# Governance

At Utz, strong governance is at the heart of our operations, guided by principles of integrity, fairness, and transparency. We are committed to fostering growth and long-term financial stability while carefully managing environmental and social risks.

In 2024, we focused on refining key aspects of our operations, including an update to our Code of Business Conduct and Ethics to ensure alignment with the highest standards. We also continued to evolve our approach to risk management of ESG issues including cybersecurity, to respond to the latest challenges and emerging threats.

## In This Section:

Corporate Governance	46
Business Ethics	48
ESG Risk Management	50
About this Report	53



# Corporate Governance

**At Utz, integrity, fairness, and transparency are more than just principles – they are the foundation of our business. These values drive our strong commitment to responsible business practices and strong corporate governance. They shape our interactions with our stakeholders, from associates and business partners to consumers and investors. By upholding these standards, we strive to reinforce Utz’s reputation as a company built on accountability and excellence.**

## Oversight

The Board of Directors and Executive Leadership Team have overall responsibility for the company’s strategy and direction. Together, they are the stewards of our business guided by Utz’s longstanding values and our commitment to quality products, fair treatment of people, and minimal impact on the environment.

Our corporate governance structure encompasses three standing committees, focusing on specific areas of strategic importance:

- **Audit Committee** – Responsible for financial control and risk management, overseeing our financial reporting and independent audit. Ensures the effectiveness of Utz’s enterprise risk management program, including assessment

and mitigation of key risks related to cybersecurity and environmental impact.

- **Compensation Committee** – Reviews and approves the compensation of our Directors and Executive Officers. Provides guidance on compensation program for all Utz associates.
- **Nominating and Corporate Governance Committee (NCGC)** – Oversees the process for selecting and appointing Directors, reviews and approves our corporate governance framework (including all policies, procedures, and guidelines), and provides strategic oversight of risks, opportunities, and reporting related to ESG matters in coordination with the Board.

Each committee plays a critical role in the leadership, management, and governance of our business. For additional details on each committee, see Utz’s Governance Documents.

We proactively monitor the evolving regulatory landscape, adjusting our policies and procedures as necessary to ensure compliance and maintain the integrity of our governance framework. All policies are reviewed at least annually in line with guidance from regulatory bodies such as the Securities and Exchange Commission (SEC), OSHA, the U.S. Equal Employment Opportunity Commission (EEOC), and the FDA.

## Board of Directors and Executive Officers

At Utz, we serve a broad American customer base. Our Board comprises 12 Directors from different backgrounds and with a varied set of skills. Their broad perspectives provide insight into our different markets and enrich Utz’s governance and decision-making.

In 2024, ten Directors were independent. The Board included two women and three Directors of color. We constantly seek to build on the deep experience of our Board. For example, two Directors completed training from the National Association of Corporate Directors (NACD) on ESG oversight in 2024.

We have a classified board structure, ensuring stability and continuity in our corporate governance. Board members serve staggered three-year terms, facilitating a seamless transition and reflecting the continuity Utz has upheld since its start as a family-owned business. In 2024, Mike Rice retired from the Board. His former position on the Board has been filled by William Werzyn, Jr., Executive Chairman, Founder, and Chief Executive Officer of West Shore Home, LLC.

## Board of Directors<sup>1</sup>

**Dylan Lissette**  
Chairperson, Utz Brands, Inc.

**Roger Deromedi\***  
Lead Independent Director;  
Member, Audit Committee;  
Member, Compensation  
Committee, Utz Brands, Inc.

**John Altmeyer\***  
Chairperson, Nominating and  
Corporate Governance Committee;  
Member, Compensation  
Committee; Chief Executive Officer,  
GAF Materials, LLC

**Timothy Brown\***  
Member, Nominating and  
Corporate Governance Committee;  
Founder and CEO, Sageworth

**Christina Choi\***  
Member, Nominating and  
Corporate Governance Committee;  
Chief Marketing Officer,  
North America, Ralph Lauren

**Antonio Fernandez\***  
Member, Audit Committee;  
President, AFF Advisors, LLC

**Howard Friedman**  
Chief Executive Officer,  
Utz Brands, Inc.

**Jason Giordano\***  
Chairperson, Compensation  
Committee; Member, Nominating  
and Corporate Governance  
Committee; Senior Managing  
Director, CC Capital

**B. John Lindeman\***  
Member, Audit Committee;  
Chief Executive Officer,  
Hydrofarm Holdings Group, Inc.

**Craig Steeneck\***  
Chairperson, Audit Committee;  
Former Chief Financial Officer,  
Pinnacle Foods

**Pamela Stewart\***  
Member, Nominating and  
Corporate Governance Committee;  
Chief Customer Officer Retail North  
America, The Coca-Cola Company

**William Werzyn\***  
Executive Chairman, Founder,  
and Chief Executive Officer,  
West Shore Home, LLC

## Executive Officers<sup>1</sup>

**Howard Friedman**  
Chief Executive Officer

**Mitch Arends**  
Executive Vice President,  
Chief Integrated Supply  
Chain Officer

**Jennifer Bentz**  
Executive Vice President,  
Chief Marketing Officer

**Cary Devore**  
Executive Vice President  
and Chief Operating and  
Transformation Officer

**Ajay Kataria**  
Executive Vice President,  
Chief Financial and  
Accounting Officer

**Shannan Redcay**  
Executive Vice President,  
Manufacturing

**Mark Schreiber**  
Executive Vice President,  
Sales and Chief Customer Officer

**Theresa Shea**  
Executive Vice President,  
General Counsel and  
Corporate Secretary

**James Sponaugle**  
Executive Vice President,  
Chief People Officer

**Chad Whyte**  
Executive Vice President,  
Supply Chain

## BOARD COMPOSITION IN 2024

57

Average age of  
Board Member

17%

Board members  
who are women

25%

Board members who  
are people of color

\*Independent Director

<sup>1</sup>This information pertains to FY24. Prior to publication of this report in mid-2025, we made the following changes: William Kelly was appointed Chief Financial Officer when Ajay Kataria left the Company. Jeremy Stuart became Executive Vice President, Sales & Chief Customer Officer when Mark Schreiber retired. Cary Devore's title changed to Head of Capital Markets and M&A. John Altmeyer stepped down from and Timothy Brown became Chairperson of the Nominating and Corporate Governance Committee.

# Business Ethics

**At Utz, ethical conduct is at the heart of our culture, shaping how we interact with each other and our external partners. We are dedicated to upholding high ethical standards at every level of our organization. With integrity, fairness, and consistency guiding our decisions and business practices, every team member plays a key role in maintaining our values in a practical and responsible way.**

## Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics (Code) defines who we are, our values, and how we operate. The Code outlines our commitment to comply with all applicable laws, avoid all conflicts of interest, and uphold high standards of moral and ethical conduct.

Given its central role within our business, we review and update the Code regularly to reflect the evolving business and regulatory landscape. In 2024, we conducted a comprehensive review and updated the Code to reflect current best ethics practices to safeguard our business. Our newly issued Code was released on January 1, 2025.

## Code Certification and Training

We expect every member of the Utz team to understand and adhere to the Code. Following the release of the updated Code at the start of 2025, we refreshed our certification process. All associates are now required to complete an annual certification confirming that they have read the Code and agree to comply with it. Our 2024 certification process applied to all current and active associates and 100% completed the certification. All new associates must review the Code and acknowledge that they have read and agree to comply with it as part of the onboarding process. In 2024, we achieved a 100% acknowledgement rate from new associates.

## Reporting Ethical Concerns

Everyone at Utz has a critical role to play in upholding our values and maintaining our ethical standards. We encourage a culture of openness and accountability and provide multiple channels for associates to report any ethical concerns.

First, we recommend that the associate talk to their manager or supervisor about the issue. Should they feel unable or uncomfortable discussing the issue with their manager or

supervisor, we provide multiple additional channels for reporting. These include:

- **Open Door Policy** – Empowers associates to informally approach another supervisor, senior manager, or HR representative with any concerns
- **Whistleblower Policy** – Provides formal guidelines for reporting certain types of misconduct, unethical behavior, fraud, or illegal activity without fear of retaliation
- **Code and Ethics Hotline** – Offers a dedicated number for associates, contractors, customers, or third parties to anonymously report potential violations of our Code or a situation affecting an associate, their peers, or the company

# 100%

OF ALL CURRENT AND ACTIVE ASSOCIATES COMPLETED THE CERTIFICATION

# 100%

ACKNOWLEDGEMENT RATE ACHIEVED FROM NEW ASSOCIATES

## Ethics Hotline

Our Code and Ethics Hotline operates 24/7 and 365 days a year. The number to call is displayed prominently at all Utz facilities and online to encourage awareness. The Hotline is available in more than 150 languages using live language interpretation.

In 2024, we received 15 calls to the Hotline, one of which resulted in a substantiated code violation and disciplinary action. In five other cases, the associates involved were provided with additional training or coaching as a result of Code investigation findings.

### Results of Alleged Code of Conduct Infringements in 2024<sup>1</sup>

15 Calls received

1 Code violation identified which resulted in disciplinary action

5 Resulted in associate coaching

10 Resulted in no action required

## Data Security and Resiliency

With increasing digitalization, effective data security is essential to protect our operations, associates, customers, and suppliers, as well as our intellectual property and products.

Our multi-layered cybersecurity approach relies on the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF) and is designed to protect the security and integrity of Utz's data and systems. It is reinforced by a suite of policies and protocols, including our IT Server Security Policy, Written Information Security Policy (WISP), and Security Incident Response Plan (SIRP).

We regularly review our security measures to ensure they reflect best practices and applicable regulations. This includes:

- Regular internal and external assessment and penetration testing to test the strength of our systems
- Continuous review to identify and mitigate the impact of human behavior, data breaches, remote work, third-party vendors, removable media, and emerging threats, deploying artificial intelligence to help scan for anomalies and unusual usage where appropriate
- Use of multi-factor authentication protocols to protect system access

We believe that this comprehensive approach is why we experienced no cybersecurity incidents in 2024 that had a material impact or potential to affect our business.

In 2024, we further strengthened our proactive cybersecurity focus by appointing a Virtual Chief Information Security Officer (vCISO) to oversee our security measures. A member of the Utz Board and Audit Committee (overseeing the Utz Cybersecurity program) has also completed cyber certification training. We strengthened our security incident response approach by establishing dedicated teams responsible for managing, coordinating, and implementing Utz's response to an incident. We are also introducing new SIRP training for all members of the security incident response team.

Based on the recommendation of the vCISO, we have upgraded our systems, implementing a new management tool to store log data on where, when, and how our systems are accessed. This helps trace unauthorized access and will reduce the time needed for forensic review in the event of a cyber incident.

<sup>1</sup>Some code violations fall into more than one category.

# ESG Risk Management

We recognize that a resilient business requires proactive management of risks and opportunities, particularly in the evolving landscape of sustainability governance. We focus our mitigation efforts on the environmental, social, and governance (ESG) risk areas that are most likely to have short- or long-term impact on our operations, brand reputation, and/or shareholder value.

## Integrated Sustainability Governance

At Utz, our Board of Directors has delegated responsibility for strategic oversight of ESG risks, opportunities, and reporting to the Nominating and Corporate Governance Committee (NCGC).

The NCGC oversees our ESG strategy, ensuring ESG initiatives align with our business goals and growth plans. The NCGC approves the company’s ESG priorities and monitors ESG progress through bi-annual updates from the ESG Committee which covers sustainability risks.

The NCGC ensures that the ESG Committee and management have appropriate sustainability skills and competencies to manage Utz’s sustainability issues, and that appropriate risk mitigation controls and management processes are in place. The NCGC provides an ESG update to the Board at least once annually and conducts a preliminary review of the ESG Report before it is presented to the full Board for approval.



## Sustainability Risks and Focus Areas

Our dynamic business environment requires proactive strategies to address key sustainability challenges and opportunities. Our sustainability risk focus areas include the following:

### Focus Area: Labor Availability

*Risk Focus Area Description:* Labor shortages or rising labor costs could disrupt our operations, increase expenses, and impact overall business performance.

*Risk Focus Area Impact:* Labor shortages or rising labor costs may lead to operational disruptions, increased expenses, and reduced productivity. Difficulty in hiring and retaining skilled associates may impact service quality, delay key initiatives, and strain existing teams, potentially affecting customer satisfaction and business performance.

#### *Risk Focus Area Mitigation Strategies:*

- Strengthen associate retention through structured onboarding, mentorship programs, and internal engagement platforms to attempt to reduce turnover
- Work to attract top talent through strategic partnerships, innovative recruitment tools, and targeted outreach aligned with Utz's vision and values

- Develop future leaders with tailored growth plans, external training, and succession planning to attempt to sustain a strong workforce
- Reinforce Utz's people-first culture by linking associate engagement to business success, to attempt to ensure long-term stability and performance

### Focus Area: Climate Change and Regulations

*Risk Focus Area Description:* Climate change and evolving environmental regulations could impact our energy and fuel sourcing strategy, operational costs, supply chain resilience, and compliance requirements.

*Risk Focus Area Impact:* A gradual increase in global temperatures may lead to more frequent, severe, and prolonged natural disasters, disrupting supply chains, production, and distribution. These climate-related risks could increase energy and fuel costs, strain resources, and require significant investments in mitigation efforts. Expanding regulations aimed at reducing carbon emissions may impose compliance costs and operational constraints, potentially affecting profitability and long-term business resilience.

#### *Risk Focus Area Mitigation Strategies:*

- Maintain a comprehensive environmental compliance program in an attempt to ensure adherence to federal, state, and local regulations
- Measure and report greenhouse gas emissions in an attempt to meet evolving disclosure best practices
- Work to improve energy efficiency and optimize transportation strategies to enhance long-term resilience
- Focus on optimizing logistics and a fuel hedging program to manage fuel cost variability
- Take steps to modernize and consolidate production facilities with the aim of achieving improved energy efficiency, reduced resource consumption, and lower costs

## Focus Area: Supply Chain Resilience

*Risk Focus Area Description:* Evolving regulatory requirements, climate-related disruptions, and market fluctuations could affect sourcing strategies, procurement costs, and the business continuity.

*Risk Focus Area Impact:* Supply chain disruptions may result in material shortages, production delays, and increased procurement costs. Dependence on a limited number of suppliers or regions could heighten risks from extreme weather events, transportation bottlenecks, or economic fluctuations. These challenges may affect product availability, operational efficiency, and overall financial performance.

*Risk Focus Area Mitigation Strategy:*

- Use of Supplier Code of Conduct to engage key suppliers on sustainability practices and ethical sourcing
- Seek to enhance supply chain diversification by sourcing ingredients from multiple North American growers, reducing reliance on specific regions and mitigating climate-related risks
- Focus on improving inventory management through forward-buying, expanded storage capacity, and a network of backup suppliers to increase supply continuity
- Support industry research and education initiatives that seek to enhance agricultural sustainability, improve crop yields, and advance responsible sourcing practices

## Focus Area: Food Safety

*Risk Focus Area Description:* Potential contamination from raw materials or other sources could impact product quality and safety.

*Risk Focus Area Impact:* Food safety incidents can result in consumer harm, financial losses, and reputational harm. Contamination or quality control failures may disrupt operations and raw material supply, reduce consumer confidence, and impact financial performance. Supplier non-compliance with food safety standards could result in decreased availability of our raw materials.

*Risk Focus Area Mitigation Strategy:*

- Conduct annual food safety training for all relevant associates to decrease likelihood of food safety incident occurring, incorporating virtual options as needed
- Ensure supplier safety standards through Global Food Safety Initiative (GFSI) certification and USDA Good Agricultural Practices (GAP) audits
- Maintain compliance with FDA, USDA, FSMA, and GFSI regulations, continuously updating safety protocols in response to emerging regulatory changes
- Pursue independent Safe Quality Food (SQF) certification to validate a food safety focus across the full value chain
- Implement auditor-recommended improvements from inspections, reinforcing a culture of continuous improvement and accountability in food safety practices

## Focus Area: Packaging

*Risk Focus Area Description:* Evolving regulations, customer requirements and consumer expectations may require changes to packaging materials and formats at greater cost.

*Risk Focus Area Impact:* Evolving packaging regulations, consumer preferences, and sustainability goals drive packaging innovation. Failure to make appropriate packaging changes may lead to loss of market access and negative impact to brand reputation.

*Risk Focus Area Mitigation Strategy:*

- Investigate alternative and standardized packaging materials in an effort to increase recyclability
- Monitor emerging regulations in key markets and proactively adapt packaging strategies to ensure compliance

# About This Report

This is Utz Brands, Inc.'s fourth ESG Report, providing an overview of our ESG impacts and management initiatives during fiscal year 2024.

We are working toward aligning our reporting practices with the International Financial Reporting Standards (IFRS), which replace the standards from the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD). For more information, visit our ESG Index.

Please reach out to [sustainability@utzsnacks.com](mailto:sustainability@utzsnacks.com) with any inquiries.

## About Utz Brands, Inc.

Utz Brands, Inc. is listed on the New York Stock Exchange (NYSE) under the ticker symbol UTZ. As a publicly traded company, we adhere to the regulations and guidelines set forth by the Securities and Exchange Commission (SEC) and comply with the standards applicable to NYSE-listed companies.

## About Utz Sustainability Data

At Utz, we prioritize transparent communication with our stakeholders. Currently, we are in the process of improving our measurement and data collection capabilities while expanding the scope of the information we disclose. Unless specified otherwise, the data presented in this report pertains to fiscal year 2024, which aligns with the calendar year.

## Forward-looking Statements

Certain statements made herein are forward-looking statements within the meaning of the "safe harbor" provisions of the Private Securities Litigation Reform Act of 1995. Many of these forward-looking statements can be identified by the use of words such as "anticipate," "assume," "believe," "continue," "estimate," "expect," "forecast," "future," "intend," "plan," "potential," "predict," "project," "strategy," "target" and similar terms, and future or conditional tense verbs like "could," "may," "might," "should," "will" and "would," among others. These forward-looking statements are based on the current expectations of the company's management and reflect our current assumptions and expectations, including statements regarding our environmental, social and governance targets, goals, commitments and programs and other business plans, initiatives and objectives. We are subject to changing economic, competitive, regulatory and technological risks and uncertainties that could have a material impact on our actual future results.

For information on factors that could cause our actual results to differ materially from the forward-looking statements, please see the Utz Brands, Inc. filings with the Securities and Exchange Commission, including our most recent annual report on Form 10-K and subsequent reports on Forms 10-Q and 8-K. Utz Brands, Inc. undertakes no obligation to publicly update or revise any forward-looking statements to reflect actual results, changes in expectations or events or circumstances after the date of this ESG Report.

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# IFRS S1: General Requirements for Disclosure of Sustainability-related Financial Information

Core Content			
Section	Paragraph	Disclosure	FY24 Disclosure
Governance	27	To achieve this objective, an entity shall disclose information about:	
Governance		a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability-related risks and opportunities.	Integrated Sustainability Governance, page 50
Governance		b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee sustainability-related risks and opportunities	Integrated Sustainability Governance, page 50
Strategy	29	Specifically, an entity shall disclose information to enable users of general purpose financial reports to understand:	
Strategy	29	a) the sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects	Sustainability Risks and Focus Areas, page 51
Strategy	29	b) the current and anticipated effects of those sustainability-related risks and opportunities on the entity's business model and value chain	Sustainability Risks and Focus Areas, page 51
Strategy	29	c) the effects of those sustainability-related risks and opportunities on the entity's strategy and decision-making	Sustainability Risks and Focus Areas, page 51
Strategy	29	d) the effects of those sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, and their anticipated effects on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how those sustainability-related risks and opportunities have been factored into the entity's financial planning.	This information is commercially confidential.

**Core Content**

Section	Paragraph	Disclosure	FY24 Disclosure
Strategy	29	e) the resilience of the entity’s strategy and its business model to those sustainability-related risks.	Integrated Sustainability Governance, page 50
Strategy: Sustainability-related risks and opportunities	30	An entity shall disclose information that enables users of general purpose financial reports to understand the sustainability-related risks and opportunities that could reasonably be expected to affect the entity’s prospects. Specifically, the entity shall:	
Strategy: Sustainability-related risks and opportunities		a) describe sustainability-related risks and opportunities that could reasonably be expected to affect the entity’s prospects.	Sustainability Risks and Focus Areas, page 51
Strategy: Business model and value chain		a) a description of the current and anticipated effects of sustainability-related risks and opportunities on the entity’s business model and value chain.	Sustainability Risks and Focus Areas, page 51
Strategy: Strategy and decision-making	33	An entity shall disclose information that enables users of general purpose financial reports to understand the effects of sustainability-related risks and opportunities on its strategy and decision-making. Specifically, the entity shall disclose information about:	
Strategy: Strategy and decision-making		a) how the entity has responded to, and plans to respond to, sustainability-related risks and opportunities in its strategy and decision-making.	Sustainability Risks and Focus Areas, page 51
Strategy: Financial position, financial performance and cash flows	40	If an entity determines that it need not provide quantitative information about the current or anticipated financial effects of a sustainability-related risk or opportunity applying the criteria set out in paragraphs 38–39, the entity shall:	
Strategy: Financial position, financial performance and cash flows		a) explain why it has not provided quantitative information.	This information is commercially confidential.



Core Content			
Section	Paragraph	Disclosure	FY24 Disclosure
Strategy: Financial position, financial performance and cash flows		b) provide qualitative information about those financial effects, including identifying line items, totals and subtotals within the related financial statements that are likely to be affected, or have been affected, by that sustainability-related risk or opportunity.	This information is commercially confidential.
Strategy: Financial position, financial performance and cash flows		c) provide quantitative information about the combined financial effects of that sustainability-related risk or opportunity with other sustainability-related risks or opportunities and other factors unless the entity determines that quantitative information about the combined financial effects would not be useful.	This information is commercially confidential.
Strategy: Resilience	41	An entity shall disclose information that enables users of general purpose financial reports to understand its capacity to adjust to the uncertainties arising from sustainability-related risks. An entity shall disclose a qualitative and, if applicable, quantitative assessment of the resilience of its strategy and business model in relation to its sustainability-related risks, including information about how the assessment was carried out and its time horizon. When providing quantitative information, an entity may disclose a single amount or a range.	Integrated Sustainability Governance, page 50
Risk Management	44	To achieve this objective, an entity shall disclose information about:	
Risk Management		a) the processes and related policies the entity uses to identify, assess, prioritise and monitor sustainability-related risks.	Sustainability Risks and Focus Areas, page 51 Health, Safety, and Well-being, Operational Health and Safety Program and Strategy, page 15 Health, Safety, and Well-being, Fostering a Culture of Safety and Open Communication, page 17 Health, Safety, and Well-being, Expanding Access to Mental Health and Well-Being Resources, page 20 Community Involvement, Utz Charitable Community Donation Policy, page 22 Environmental Management, Our Environmental Policy, page 24 Business Ethics, Reporting Ethical Concerns, page 48 Business Ethics, Data Security and Resiliency, page 49

**Core Content**

Section	Paragraph	Disclosure	FY24 Disclosure
Risk Management		b) the processes the entity uses to identify, assess, prioritise and monitor sustainability-related opportunities.	Sustainability Risks and Focus Areas, page 51
Risk Management		c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring sustainability-related risks and opportunities are integrated into and inform the entity’s overall risk management process.	Integrated Sustainability Governance, page 50
Metrics and Targets	46	An entity shall disclose, for each sustainability-related risk and opportunity that could reasonably be expected to affect the entity’s prospects:	
Metrics and Targets		a) metrics required by an applicable IFRS Sustainability Disclosure Standard; and	Our metrics correspond to our material sustainability issues.
Metrics and Targets		b) metrics the entity uses to measure and monitor	Sustainability Risks and Focus Areas, page 51 Supply Chain Responsibility, page 32 Environmental Management, page 24 Climate Impact, page 26 Waste and Water, page 29 Packaging, page 36
Metrics and Targets	48	Metrics disclosed by an entity applying paragraphs 45–46 shall include metrics associated with particular business models, activities or other common features that characterise participation in an industry.	Total energy consumed: 1380801 GJ Percentage grid electricity: 99% Percentage renewable: <1% Total water withdrawn: 582,925 m <sup>3</sup>
Metrics and Targets	50	If a metric has been developed by an entity, the entity shall disclose information about:	
Metrics and Targets		a) how the metric is defined, including whether it is derived by adjusting a metric taken from a source other than IFRS Sustainability Disclosure Standards and, if so, which source and how the metric disclosed by the entity differs from the metric specified in that source.	Sustainability Risks and Focus Areas, page 51



**Core Content**

Section	Paragraph	Disclosure	FY24 Disclosure
Metrics and Targets		b) whether the metric is an absolute measure, a measure expressed in relation to another metric or a qualitative measure (such as a red, amber, green—or RAG—status).	Labor challenges: percent Climate and regulatory risk: absolute and percent Supply chain resilience: N/A Food safety: percent Packaging: percent
Metrics and Targets		c) whether the metric is validated by a third party and, if so, which party.	No external validation.
Metrics and Targets		d) the method used to calculate the metric and the inputs to the calculation, including the limitations of the method used and the significant assumptions made.	Footnotes throughout our Sustainability report explain the basis for metric calculations.
Metrics and Targets	51	An entity shall disclose information about the targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation. For each target, the entity shall disclose:	
Metrics and Targets		a) the metric used to set the target and to monitor progress towards reaching the target.	Sustainability Risks and Focus Areas, page 51 Supply Chain Responsibility, page 32 Environmental Management, page 24 Climate Impact, page 26 Waste and Water, page 29 Packaging, page 36
Metrics and Targets		b) the specific quantitative or qualitative target the entity has set or is required to meet.	Sustainability Risks and Focus Areas, page 51 Supply Chain Responsibility, page 32 Environmental Management, page 24 Climate Impact, page 26 Waste and Water, page 29 Packaging, page 36



**Core Content**

Section	Paragraph	Disclosure	FY24 Disclosure
Metrics and Targets		c) the period over which the target applies.	Sustainability Risks and Focus Areas, page 51 Supply Chain Responsibility, page 32 Environmental Management, page 24 Climate Impact, page 26 Waste and Water, page 29 Packaging, page 36
Metrics and Targets		d) the base period from which progress is measured.	Sustainability Risks and Focus Areas, page 51 Supply Chain Responsibility, page 32 Environmental Management, page 24 Climate Impact, page 26 Waste and Water, page 29 Packaging, page 36

# IFRS S2: Climate-related Disclosures

Core Content			
Section	Paragraph	Disclosure	FY24 Disclosure
Governance	6	To achieve this objective, an entity shall disclose information about:	
		a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities.	Integrated Sustainability Governance, page 50
		b) management’s role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	Integrated Sustainability Governance, page 50
Strategy	9	Specifically, an entity shall disclose information to enable users of general purpose financial reports to understand:	
		a) the climate-related risks and opportunities that could reasonably be expected to affect the entity’s prospects.	Sustainability Risks and Focus Areas, page 51
		b) the current and anticipated effects of those climate-related risks and opportunities on the entity’s business model and value chain.	Sustainability Risks and Focus Areas, page 51
		c) the effects of those climate-related risks and opportunities on the entity’s strategy and decision-making, including information about its climate-related transition plan.	Sustainability Risks and Focus Areas, page 51
		d) the effects of those climate-related risks and opportunities on the entity’s financial position, financial performance and cash flows for the reporting period, and their anticipated effects on the entity’s financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how those climate-related risks and opportunities have been factored into the entity’s financial planning.	This information is commercially confidential.
		e) the climate resilience of the entity’s strategy and its business model to climate-related changes, developments and uncertainties, taking into consideration the entity’s identified climate-related risks and opportunities.	Sustainability Risks and Focus Areas, page 51



**Core Content**

Section	Paragraph	Disclosure	FY24 Disclosure
Strategy: Climate-related risks and opportunities	10	An entity shall disclose information that enables users of general purpose financial reports to understand the climate-related risks and opportunities that could reasonably be expected to affect the entity’s prospects. Specifically, the entity shall:	
		a) describe climate-related risks and opportunities that could reasonably be expected to affect the entity’s prospects.	Sustainability Risks and Focus Areas, page 51
		b) explain, for each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk.	Physical and transition risk
Strategy: Business model and value chain	13	An entity shall disclose information that enables users of general purpose financial reports to understand the current and anticipated effects of climate-related risks and opportunities on the entity’s business model and value chain. Specifically, the entity shall disclose:	
		a) a description of the current and anticipated effects of climate-related risks and opportunities on the entity’s business model and value chain.	Sustainability Risks and Focus Areas, page 51
		b) a description of where in the entity’s business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	We are beginning to conduct risk assessments but have not yet made significant progress in this area. We are still working to understand our responsibilities. Currently, we are examining physical hazards related to geography, with plans to expand to climate change’s impact on our sourcing availability. While our focus is currently on physical risks such as fire, geography, and deforestation, we recognize the need for a more comprehensive climate risk assessment that includes aspects such as commodities and water use.
Strategy: Strategy and decision-making	14	An entity shall disclose information that enables users of general purpose financial reports to understand the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the entity shall disclose:	
		a) information about how the entity has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the entity plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation.	Sustainability Risks and Focus Areas, page 51

**Core Content**

Section	Paragraph	Disclosure	FY24 Disclosure
Strategy: Financial position, financial performance and cash flows	16	Specifically, an entity shall disclose quantitative and qualitative information about:	
Strategy: Financial position, financial performance and cash flows	21	If an entity determines that it need not provide quantitative information about the current or anticipated financial effects of a climate-related risk or opportunity applying the criteria set out in paragraphs 19–20, the entity shall:	
		a) explain why it has not provided quantitative information	This information is commercially confidential.
		b) provide qualitative information about those financial effects, including identifying line items, totals and subtotals within the related financial statements that are likely to be affected, or have been affected, by that climate-related risk or opportunity.	This information is commercially confidential.
		c) provide quantitative information about the combined financial effects of that climate-related risk or opportunity with other climate-related risks or opportunities and other factors unless the entity determines that quantitative information about the combined financial effects would not be useful.	This information is commercially confidential.
Strategy: Climate resilience	22	An entity shall disclose information that enables users of general purpose financial reports to understand the resilience of the entity’s strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the entity’s identified climate-related risks and opportunities. The entity shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with the entity’s circumstances. In providing quantitative information, the entity may disclose a single amount or a range. Specifically, the entity shall disclose:	
		a) the entity’s assessment of its climate resilience as of the reporting date.	To ensure the resilience of our strategy, we are considering different climate-related scenarios. This involves understanding the potential impacts on our supply chain and operations, and integrating these insights into our long-term planning and decision-making processes.

Core Content			
Section	Paragraph	Disclosure	FY24 Disclosure
Risk Management	25	To achieve this objective, an entity shall disclose information about:	
		a) the processes and related policies the entity uses to identify, assess, prioritise and monitor climate-related risks.	Our Environmental Policy, page 24
Metrics and Targets	28	To achieve this objective, an entity shall disclose:	
		a) information relevant to the cross-industry metric categories.	Climate Impact, page 26 Water Minimization, page 31 Supply Chain Responsibility, page 32
		b) industry-based metrics that are associated with particular business models, activities or other common features that characterise participation in an industry.	Climate Impact, page 26 Water Minimization, page 31 Supply Chain Responsibility, page 32
Metrics and Targets: Climate-related metrics	29	An entity shall disclose information relevant to the cross-industry metric categories of:	
		a) greenhouse gases.	Climate Impact, page 26
Metrics and Targets: Climate-related metrics	32	An entity shall disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the entity discloses, the entity shall refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the Industry-based Guidance on Implementing IFRS S2.	Climate Impact, page 26 Water Minimization, page 31 Supply Chain Responsibility, page 32



900 High Street, Hanover, PA 17331

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