2021

Environmental, Social, and Governance Report

utz BRANDS

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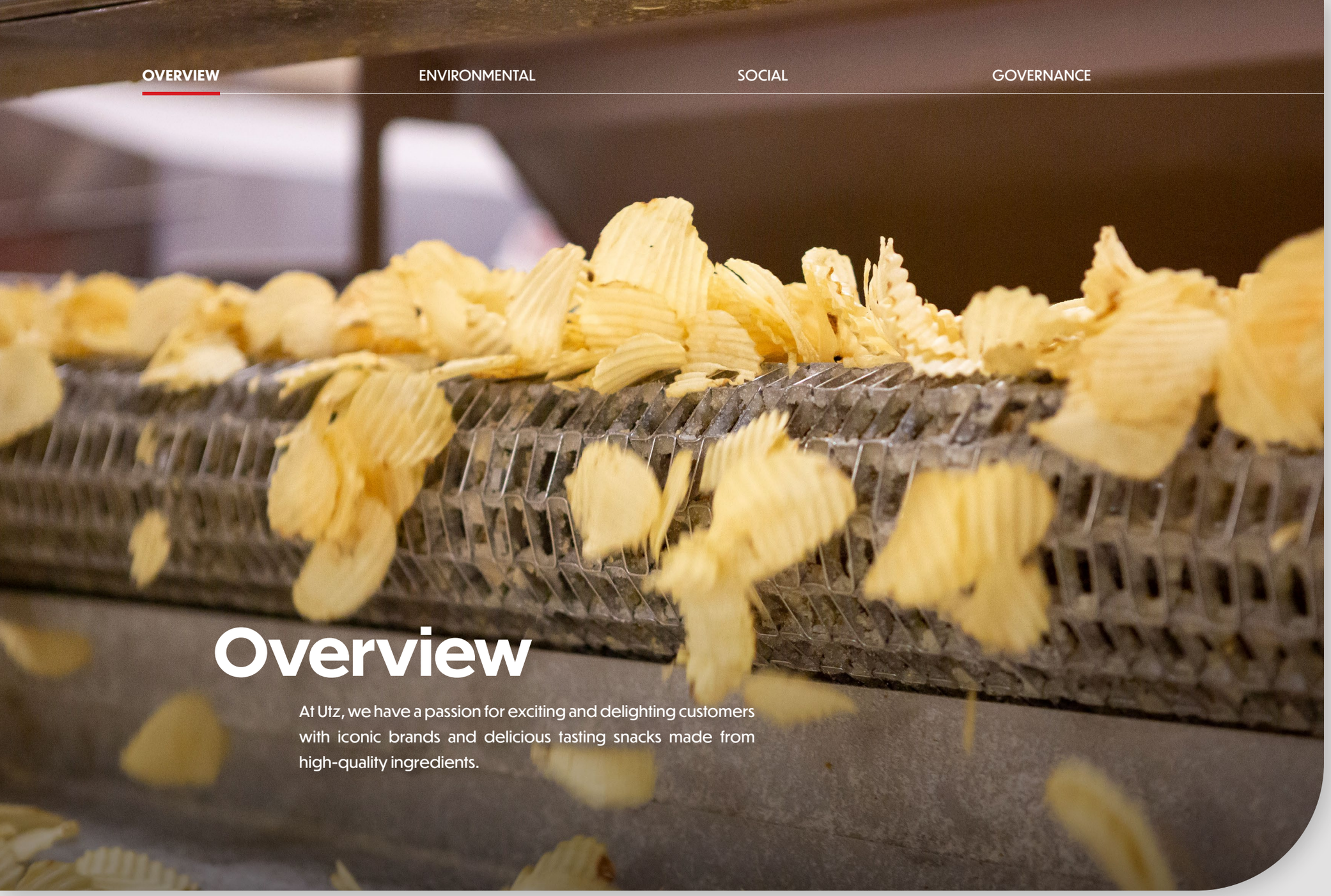


Overview

At Utz, we have a passion for exciting and delighting customers with iconic brands and delicious tasting snacks made from high-quality ingredients.



DYLAN LISSETTE, DIRECTOR, CHIEF EXECUTIVE OFFICER

MESSAGE FROM THE CEO

DEAR STAKEHOLDERS,

Welcome to our inaugural Utz 2021 Environmental, Social, and Governance (ESG) Report.

2021 was our first full year as a public company, and it was both rewarding and challenging. I'm proud of our associates for their numerous accomplishments. 2021 also marked an important milestone as we celebrated our 100 year anniversary, mindful of our founders, Bill and Salie Utz, who recognized the importance of hard work, making high-quality snack foods, treating associates and business partners fairly, and giving back to the community. Operating for the good of our stakeholders (associates, business partners, communities, and stockholders) has always been paramount to Utz.

To that end, our founding principles and values remain core to all that we do, including:

SUPPORTING OUR ASSOCIATES & PARTNERS THROUGH THE PANDEMIC

With the challenges of the COVID-19 pandemic, our Human Resources team has been at the forefront of supporting associates and essential local businesses to ensure we are operating under the safest conditions possible. We've worked hard to ensure we offer important information, resources, and flexibility to safely support the needs and requirements of everyone engaged in growing our business.

PRESERVING THE ENVIRONMENT

Making high-quality snack food products is critical to exciting and delighting our customers. While doing so, we work to optimize our energy use, limit greenhouse gas emissions, reduce waste, conserve water and minimize packaging materials.

A recent example is reducing our carbon footprint through case packaging efficiency projects to help reduce truckload deliveries. Further, with our Direct Store Delivery (DSD) route sales system for almost half of our business, we are able to reuse cardboard cartons more than once resulting in the reuse of almost nine million cartons in 2021.

FOSTERING A CULTURE OF DIVERSITY, EQUITY & INCLUSION (DEI)

At Utz, we are mindful of the need for Utz associates to feel respected, empowered, and inspired to do their best work. To achieve this, Utz operates with mutual respect, is implementing a DEI playbook of strategies and projects, and offers competitive and equitable compensation along with a comprehensive benefits package. Additionally, Utz actively seeks to recruit new diverse associates and offers advancement opportunities to current diverse associates.

OPERATING ETHICALLY

We operate with the highest levels of integrity and governance and expect the same from our associates and business partners. Doing it the right way isn't just part of our Code of Business Conduct & Ethics; it's the very essence of our culture.

While 2021 was unprecedented in many ways, we are excited about our potential for future growth, innovation, and the expansion of our brands' reach to new consumers and markets. We are firmly committed to strengthening our ESG management, disclosure and strategy to align with our stakeholders' expectations. Our family-oriented values which we have held for generations will serve us well in growing our business in a sustainable and responsible way.



Dylan Lissette
Director, Chief Executive Officer

> **"Doing it the right way isn't just part of our Code of Business Conduct & Ethics; it's the very essence of our culture.**

INTRODUCTION & PURPOSE OF THE REPORT

At Utz Brands, Inc., we have a passion for exciting and delighting customers and consumers alike with iconic snack food brands and delicious tasting snacks made from high-quality ingredients.

From our founding in 1921, to becoming a publicly traded company in 2020, we have always strived to operate with high integrity, efficiency, and a sustainable mindset. We understand and embrace our essential role as responsible corporate citizens, which has motivated us to produce our inaugural Environment, Social, and Governance (ESG) Report. We believe that in our stakeholders' best interests, we place safety-focused, sustainability-minded, and transparent best practices at the heart of our operations. With this stakeholder framework, in 2020 we formed Utz's inaugural ESG Committee, composed of subject matter experts from across our operations, including facilities management, packaging innovation, human resources, corporate governance, legal affairs, and communications. The ESG Committee contributed to building this inaugural ESG Report that outlines Utz's strategic priorities for ESG matters and the continued growth of our sustainability program.

It highlights our cross-company operational sustainability achievements and growth areas. Our efforts and this Report are guided by Sustainability Accounting Standards Board (SASB) standards for Processed Foods and the United Nations Sustainable Development Goals (UN SDGs). Unless otherwise noted, reported information covers the time period of January 4, 2021 to January 2, 2022.



"We have always strived to operate with high integrity, efficiency, and a sustainable mindset.

KEVIN POWERS, SVP INVESTOR RELATIONS

WHO WE ARE

ABOUT US

The Utz story began in Hanover, Pennsylvania, in a small-town kitchen. It was 1921. Our founders, Bill and Salie Utz thought potato chips could be better. They believed potato chips should be made from clean and simple ingredients to bring out the natural flavor of farm-fresh potatoes. While much has changed and evolved since then, Utz remains focused on Family-Crafted-Flavor: The pride we have in our family legacy. The love we bake into every Utz snack. And the carefully-crafted flavors families love.

With a diverse portfolio of snack foods, our mix of brands offers consumers a wide selection of snack food types, unique and fun flavors, and a range of sizes.

Headquartered in Hanover, Pennsylvania, Utz leverages manufacturing facilities geographically dispersed across the United States. Additionally, we utilize Direct-Store-Delivery (DSD) and Direct-to-Warehouse (DTW) capabilities to serve customers and consumers where they shop, including online.

100
YEARS IN BUSINESS

3,742
FULL TIME ASSOCIATES

190
OFFICES & WAREHOUSES

66,075
CUSTOMERS SERVED/WEEK

$1,180.7
NET SALES (M)

$156.2
ADJUSTED EBITDA (M)

FOR THE PERIOD JANUARY 4, 2021 TO JANUARY 2, 2022.

UTZ BRANDS AT A GLANCE

Power Brands

Utz

Zapp's Potato Chips

Boulder Canyon

Golden Flake

Pork Skins

TORTIYAHS!

good health Positively Snackable

Hawaiian Brand Kettle Style Potato Chips

On The Border Mexican Grill & Cantina Chips & Dips

TGI Fridays

Foundation Brands

Bachman Classic Quality Since 1884

Jax

Dirty Deli Style Potato Chips

Snyder of Berlin

RW Garcia

Tim's Cascade Snacks

Wachusett

Vitner's Chicago's Snack Since 1926

H-K Anderson

Con Toda Confianza Es Herdez

Golden Flake

Chips & Cheese

Miguelitos Papitas Potato Chips "Como hecha en casa"

Kitchen Cooked

See more about Utz Brands at **utzsnacks.com.**

TGI FRIDAYS® IS A REGISTERED TRADEMARK OF TGI FRIDAYS. HERDEZ® IS A REGISTERED TRADEMARK OF HERDEZ S.A. DE C.V.



Environmental

Efficient, safe, and sustainable operations are central to our business.

ENVIRONMENTAL OVERVIEW

At Utz, efficient, safe, and sustainable operations are central to our business. Since the earliest days with our founders, Bill and Salie Utz, we have continually strived to operate in a lean and efficient fashion. We consider the livelihoods of our people, business partners, including farmers and communities, to be a core component of Utz's responsibility as a corporation. Therefore, we constantly seek new and innovative strategies to operate better, smarter, and more efficiently through our operations.

Today, to evolve our operations, we are leveraging tools and technology to increase our understanding and measurement of environmental impacts. We are strengthening our program to manage and reduce our environmental impacts by optimizing our energy use, limiting greenhouse gas emissions, reducing waste, conserving water and minimizing packaging materials.



UTZ CLIMATE CHANGE STATEMENT

Efficient, safe, and sustainable operations are central to our business. Today, the livelihoods of our associates, business partners, farmers, and communities are central to our responsibilities as a corporation. For decades, we've sought to reduce our footprint and limit the use of emission-intensive by-products through packaging optimization projects; leveraged water reduction technologies; recycled materials, including cardboard boxes; managed food waste; and more.

As we expand our means to monitor, measure, and analyze the impact of our efforts further, we are also working to find new ways to make better and more sustainable products for the benefit of the planet. While we are early in our formal ESG journey, our sustainability story has the benefit of a 100-year plus history.

Recycling Waste Energy Transportation

10 CORE FUNDAMENTAL PRINCIPLES

Utz is committed to sustainability across our organization under ten core fundamental principles:

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



> **The livelihoods of our associates, business partners, farmers, and communities are central to our responsibilities as a corporation.**
>
> ANDREW MILLER, SVP PURCHASING & CORPORATE SERVICES

ENERGY MANAGEMENT

To minimize our environmental impact, Utz has adopted a philosophy of further improving our environmental performance. We are committed to leveraging our energy suppliers and exploring renewable alternatives as advancements in technology become available that meet our energy needs.

Utz is currently determining what our baselines will be in all environmental aspects relevant to our business operations and physical footprint. In 2023, Utz plans to conduct a more extensive review and measurement of enterprise energy, water, and waste.

Utz has already implemented initiatives designed to reduce our energy use and increase operational efficiency. We are currently in the process of calculating the energy use reductions caused by these improvements:

- Use fryer stack heat regeneration to recover heat
- Use of solar panels at some distribution centers and manufacturing plants
- Use of higher efficiency HVAC systems and remote-controlled HVAC systems for warehouses
- Installation of motion sensor-controlled lighting for some of our warehouses and LED lighting for outdoor applications

PACKAGING

Packaging and cardboard are essential components of our product portfolio. Our packaging provides the vessel for delivering fresh and safe snack food products to customers and consumers. Additionally, our packaging allows us to communicate consumer messages, product features and benefits, and required product nutritional and ingredient information.

We conduct ongoing business reviews of our portfolio, including SKU rationalization and optimization, to ensure we are reducing and removing inefficient product lines and/or items. At the same time, we continually work to optimize our packages and cardboard shipping cases. These efforts support our efficiency efforts and defray our waste footprint.

In 2021, we reused almost 9 million cartons and generated almost $6.8 million in savings for reinvestment in the business through cardboard initiatives.

CARDBOARD	UNITS
Cases	22,000,000
Sorted	10,588,000
Reused	8,857,000
Recycled	1,731,000
Estimated Savings	**$6,758,777**

$6.8M
SAVINGS



Additionally, we removed almost 1.9 million pounds of plastic from our products over the past three years by making structural changes.

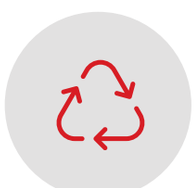
BARRELS	2019 LBS REDUCED	2020 LBS REDUCED	2021 LBS REDUCED	TOTAL
PET SKU's	392,020	495,135	565,372	1,452,527
Screw Lid	72,710	93,656	209,661	376,027
Snap Lid	6,134	15,101	26,993	48,228
Total	**470,864**	**603,892**	**802,026**	**1,876,782**



1.9M LBS
PLASTIC FROM BARREL CONTAINERS RECYCLED

Further, during the past three years at our Hanover, Pennsylvania campus, alone, we have worked on recycling almost 19 million pounds of cardboard, plastic, and other packaging materials to be efficiently reused and not end up in landfills.

MATERIAL	2019 LBS RECYCLED	2020 LBS RECYCLED	2021 LBS RECYCLED	TOTAL
Corrugated	5,601,718	5,504,527	6,602,054	17,708,299
PET	164,762	117,876	117,484	400,122
LDPE Stretch Film	117,074	113,351	173,299	403,724
Paper	7,601	20,447	5,987	34,035
Paper Cartons	9,363	-	140,793	150,156
Paper	140,339	62,176	16,516	219,031
Total	**6,040,857**	**5,818,377**	**7,056,133**	**18,915,367**



19M LBS
PACKAGING MATERIALS RECYCLED

TRANSPORTATION

At Utz, we seek to optimize our transportation processes and practices to reduce our contribution to greenhouse gas (GHG) emissions. These efforts include the following:

- Implementation of start and stop idle features on the fleet
- Installation of tire inflation devices and aerodynamic skirts on some tractors and trailers
- Preventative and scheduled maintenance services on the fleet to ensure optimal performance
- Collaborated with major customers to increase full truckload ordering and weight per shipment, saving over 500 truckload deliveries
- Piloted shared truckload service to reduce the number of LTL shipments or under-utilized truckloads



3K+
TRUCKLOAD SHIPMENTS ELIMINATED

More broadly, since 2018, we have eliminated more than 3,000 truckload shipments through the following packaging optimization initiatives. These efforts include increasing the number of units in cases, enhancing cube efficiencies, enhancing pallet pack out, and more. Ultimately, this has allowed us to ship more products on fewer trips.

KEY INITIATIVE	2018	2019	2020	2021	TOTAL
Carton Change: B to H Type	22	348	396	706	1,472
Barrel Change: Seasonals	77	136	86	95	394
Barrel Change: Cheese Balls	-	30	132	173	336
Carton Change: Bluffton	-	62	114	155	330
Carton Change: Pretzel	-	-	154	139	293
Carton Change: Birmingham	-	-	58	74	132
Carton Change: Goodyear	-	36	56	10	102
Total	**99**	**612**	**996**	**1,351**	**3,059**

INTERMODAL TRANSPORTATION

And in 2021, we introduced Intermodal Transportation into the Utz network and plan to grow intermodal volume use by 1,000%. Intermodal leverages multiple transportation modes to optimize deliveries to end customers, which is particularly beneficial as we grow in our emerging and expansion markets. Intermodal is also 2.5X more efficient than traditional truckload deliveries, reducing carbon emissions by 60%.* Ultimately, this mode of transportation and customer delivery method will generate savings for reinvestment back into the business and reduce GHG emissions.



> **"Intermodal freight transporters not only generate savings for reinvestment back into the business but also reduce CO2 emissions.**
>
> CHAD WHYTE, EVP SUPPLY CHAIN, PLANNING & LOGISTICS

*DEPARTMENT OF ENERGY

Social

We are dedicated to making high-quality, iconic snack foods while building a diverse and inclusive workplace and supporting the communities in which we work and live.



OUR CUSTOMERS

At Utz, we work each day to create innovative new products which keep our customers excited and keep them engaged in our brands and product offerings. Our Company founders believed that if you take care of your customers, your customers will take care of the Company. Today, that mantra is as true as ever within our Company. Our associates work hard to offer high-quality products and services with respect and care.

PRODUCT QUALITY AND SAFETY

Our manufacturing facilities and corporate processes are Global Food Safety Initiative (GFSI) certified and Food Safety Modernization Act (FSMA) compliant. These ensure our customers receive the highest standard product in terms of transparency, the accuracy of labeling, food safety, and product quality.

We use GFSI as the primary quality and food safety monitoring tool for all suppliers, including those not governed by FSMA. Corrective actions are essential for good quality management and our food safety program. Policies and procedures define the methods for documenting, investigating, analyzing, and resolving non-conformances found against standards, customer complaints, customer audits, specifications, or incoming materials reviews. As a result, we proudly report that we had no voluntary or mandated product withdrawals from the marketplace in 2021.

NUTRITION, HEALTH, AND TRANSPARENCY

We maintain a collaborative Innovation Leadership Team comprised of regulatory, nutrition, legal, marketing, and sales associates who provide guidance and direction during the product development cycle. In providing guidance, the Innovation Leadership Team touches upon various topics, including nutrition, ingredients, sustainability, trends and behaviors, responsible sourcing, and product certifications.

Our diverse portfolio includes Gluten-Free, Non-GMO, No Salt, and other product attributes designed to meet a variety of customer wants and needs. Accordingly, in 2021, Utz offered 1,036 items with these attributes, which generated over $554.8 million in sales or 47% of our total company net sales.

OUR PEOPLE

We believe our associates are incredibly important and "the key" to all that we do well. We value our culture of professional growth, personal development, diversity of thought, and inclusivity. Our founders created a family-oriented company with a dedicated and hardworking team of associates who are focused on making high-quality and great-tasting snacks for their family, friends, and communities. That legacy lives on and is foundational in our culture to this day.

This foundation helps us stand out amongst other employers and has been our platform for Diversity, Equity, and Inclusion (DEI). In addition, we have partnered with Equivolve, a national consulting firm, to help our organization build a robust DEI playbook that is sustainable and effective for an ever-growing organization.

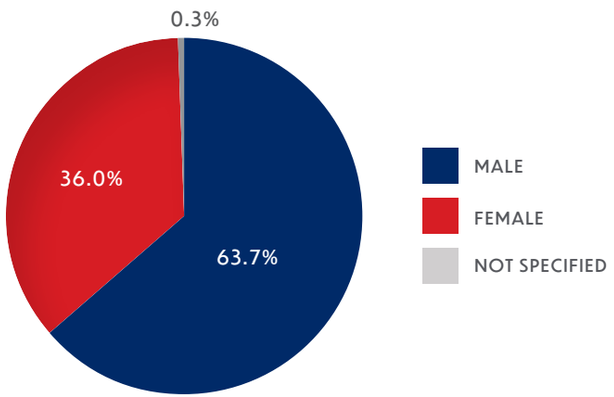
As part of this effort, we established a DEI Steering Committee and Justice, Equity, Diversity, and Inclusion (JEDI) Ambassadors in 2021. These DEI leaders will receive special training on inclusive and equitable practices in the years to come. Further, they will assist in executing our three-year DEI strategy, including recruiting and retention strategies, training plans, and the development of associate-focused diversity groups beyond Utz's Women's Mentoring group, whose mission is dedicated to promoting the efforts of women in the workplace.



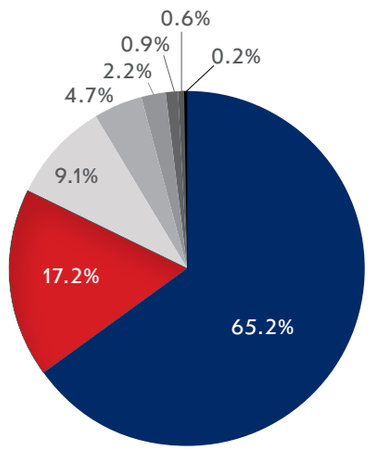
"We value our culture of professional growth, personal development, diversity of thought, and inclusivity.

JAMES SPONAUGLE, EVP CHIEF PEOPLE OFFICER

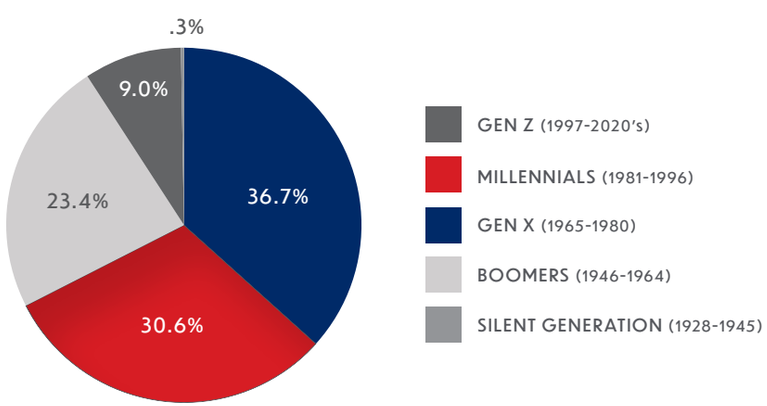
ASSOCIATE OVERVIEW



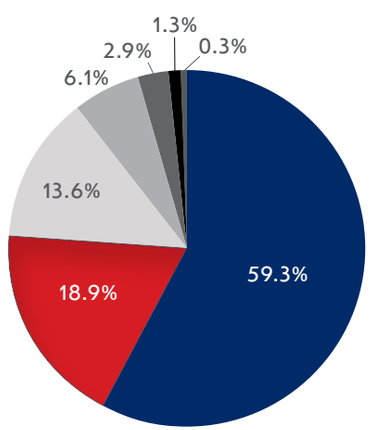
UTZ GENDER



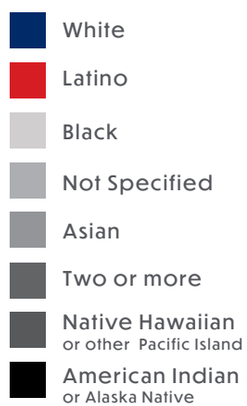
UTZ ETHNICITY



UTZ GENERATION



US CENSUS ETHNICITY



HUMAN CAPITAL

We value our associates and encourage them to do their best work each day. As a result, we offer them competitive compensation and a comprehensive benefits package along with career advancement opportunities.

To further support our associates and create an environment of learning, sharing, and growing, we offer a range of individual and team development opportunities.

TRAINING & DEVELOPMENT

As part of our five-year strategic plan, we are in the process of implementing development plans for 100% of our people leaders. This form of planning and development will drive increased engagement, performance, connectivity, and ultimately retention and results. Along with programs implemented via Utz's Corporate Objectives, Goals, Strategies, Metrics (OGSM), they are reviewed annually with all leadership levels.

In 2021, Utz developed an internal communication platform that included a video library of training modules focused on developing the skills integral to forming leaders of today and tomorrow. In 2022, we significantly upgraded our systems and invested in a Learning Management System (LMS) to expand our video library offerings and accessibility. In addition, we will continue to grow the video library with customized training, offering a range of topics to ensure we develop our personnel to enhance our culture, improve our associates' engagement, and improve our overall effectiveness as an organization.

In addition to internal training opportunities, we also offer our associates tuition reimbursement opportunities covering up to 50% of all eligible tuition costs to reinforce educational engagement and continued growth for our associates.

RISING STARS

In 2021, we launched the Rising Star Program to prepare potential future leaders with the expertise, skills, and business acumen to enhance the depth and succession of our executive operating ranks. We have an annual cohort that will follow a prescribed curriculum ranging from personal executive coaching to external classroom opportunities. Rising Star associates are selected by Executive Vice Presidents and our development goal is to have at least 30 executives through the Rising Star Program in the first five years.

TURNOVER

In line with our communities and industry peer group, Utz experienced a higher level of turnover in 2021 than it had historically. However, the Utz turnover statistics remain under the national average and reflect workforce retention across various industries. In the continuing age of the COVID-19 pandemic and related challenges, Utz has implemented several programs to better listen to and engage our associates to help limit this increased turnover rate and learn how to retain the best talent across the organization.

UTZ TURNOVER (ALL CHANNELS)	2018	2019	2020	2021	National Average (YTD – November 2021)
Total	38.9%	28.9%	25.5%	35.3%	43.9%
Voluntary	17.7%	16.7%	18.0%	28.4%	31.3%

US BUREAU OF LABOR STATISTICS – NATIONAL AVERAGE (MFG NON-DURABLE GOODS)
AS OF DECEMBER 31, 2021

HEALTH AND SAFETY

As part of our culture, Utz associates are dedicated to working in a safe environment by continuously expanding our safety efforts and performance through commitment, investment, and training.

To further support our associates and continually foster a safe environment, Utz leverages:

EMPLOYEE ENGAGEMENT

Leading indicators such as TRIR Incident and DART Rates measure and encourage regular safety-related activities across all facilities. All facilities conduct regular meetings with associates to ensure safety best practices are regularly reviewed and discussed.

TRAINING

Safety training relevant to each work group's operation is shared monthly, quarterly, and annually throughout the organization.

COMPLIANCE

Regular audits in various formats are used to review and ensure compliance with applicable agency regulations.

PERFORMANCE METRICS

Traditional OSHA metrics are maintained quarterly and annually to measure actual performance and help identify continuous improvement opportunities.

We continue to focus on TRIR and DART rates which are below the national average according to the Bureau of Labor Statistics.

TRIR RATE[1]	2019	2020	2021
Manufacturing	3.88	3.31	3.88
Sales	2.77	2.38	3.80
Whole Company	3.60	3.06	3.90

DART RATE[2]	2019	2020	2021
Manufacturing	2.90	2.88	3.27
Sales	2.46	1.74	3.37
Whole Company	2.78	2.58	3.32

UTZ HEALTH CARE CLINIC

With facilities located in Bluffton, Indiana, and at our Hanover, Pennsylvania campus, Utz offers associates, their spouses, and dependents comprehensive healthcare services coupled with wellness coaching. With Utz's focus on health, wellness, and safety, the free Health & Wellness Centers are a significant associate benefit and are demonstrative of Utz's commitment to the well-being of their associates and families. During 2021, 4,212 medical visits were recorded at both locations.

[1] TRIR OR TOTAL CASE INCIDENT RATE GIVES COMPANIES A SNAPSHOT OF THEIR SAFETY PERFORMANCE OVER A ONE-YEAR TIME PERIOD BY CALCULATING THE NUMBER OF RECORDABLE INCIDENTS PER 100 FULL-TIME WORKERS.

[2] DART STANDS FOR DAYS AWAY, RESTRICTED OR TRANSFERRED. THE DART RATE IS AN OSHA CALCULATION THAT DETERMINES HOW SAFE A BUSINESS HAS BEEN IN A CALENDAR YEAR ABOUT PARTICULAR TYPES OF WORKERS' COMPENSATION INJURIES.

COMMUNITY ENGAGEMENT

Utz's founders instilled, supported, and inspired giving back to our communities. We take pride in the positive impacts we make in our community. We regularly support and assist our communities in several ways:

COVID-19 PANDEMIC SUPPORT

Since 2020, when our communities were feeling the significant pressures of the COVID-19 pandemic, we worked with local organizations to support essential front-line workers, donating PPE (personal protective equipment) and additional resources to workers and families in need of support.

FARMER SUPPORT

We support farmers by funding industry and educational outlets designed to help improve potato yields and optimize soil while providing general business education. We also partner with organizations like Potato USA, home of US Potato Growers, which offers cooperative services and educational subsidies at the college and university levels.

THE RICE FAMILY FOUNDATION

Founded in 2017 by Mike & Jane Rice and Dylan & Stacie Lissette, descendants of Bill and Salie Utz, the Foundation was established to support the improvement of the health, education, and well-being of families located in Central Pennsylvania. In early 2021, the Rice and Lissette families increased their Foundation's support with a gift of approximately $20 million in Utz stock, enabling the Foundation to increase its annual giving in the coming years by five times.

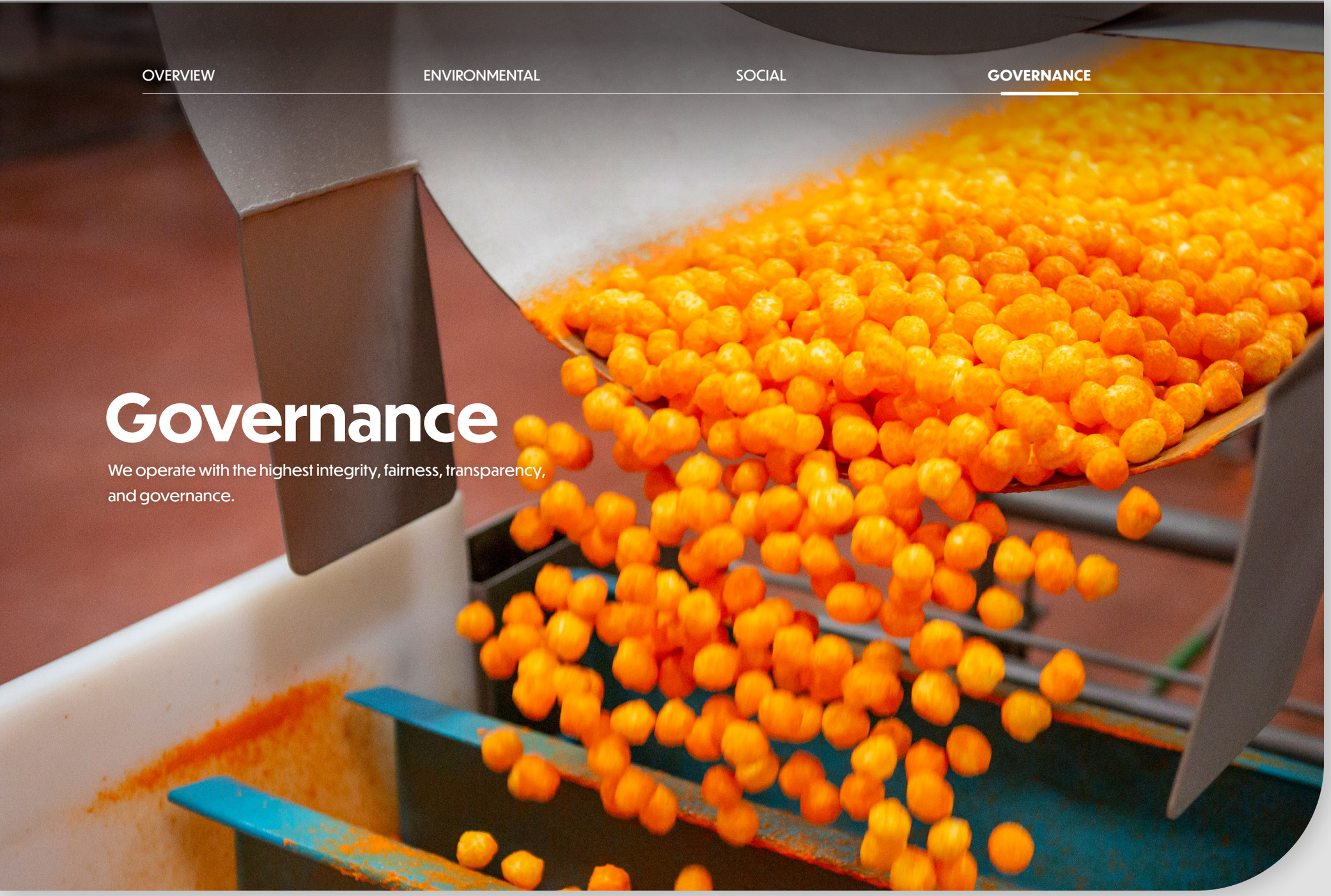
UNITED WAY

Utz offers a matching program for associate donations with the United Way, allowing individual contributions to make an even more significant impact.

In 2021, we more than matched our associates with an internal program that generated a combined donation to the United Way of $72,461. We have an active relationship helping the United Way and some of their local causes.

SUNSHINE COMMITTEE

The Utz Sunshine Committee is an internal Utz organization established to support Utz associates and their families in times of need while providing some much-needed support to human service agencies in our operating areas.



Governance

We operate with the highest integrity, fairness, transparency, and governance.

CORPORATE GOVERNANCE

Our commitment to operating with the highest integrity, fairness, transparency, and governance is essential to our operation. Our corporate governance practices align with our values, foster a culture of integrity, and support the management of our business.

Utz's Board of Directors and Executive Officers are collectively responsible for our Company's leadership, guidance, strategies, execution, and long-term success. This group meets regularly and works together to view and guide the progress of the business toward stated objectives.

To support the needs of the business, three standing committees exist within our Board of Directors:

THE AUDIT COMMITTEE oversees the integrity of our financial statements, our compliance with legal and regulatory requirements, the qualification and independence of our independent auditors and the performance of our internal audit function and independent auditors.

THE COMPENSATION COMMITTEE has the primary responsibility of reviewing and approving the compensation of Utz's Executive Officers and associates.

THE NOMINATING & CORPORATE GOVERNANCE COMMITTEE is responsible for overseeing the process for selecting our Director nominees and approving, reviewing and developing Utz's corporate governance policies, procedures, and guidelines.

Each of these committees plays a vital role in our Board's leadership, management, and governance. For more information regarding each Committee, please visit for more information: **Utz Governance Documents.**



"Utz's reputation is based on our ability to innovate and operate ethically for our customers, associates, communities, and stockholders.

THERESA SHEA, EVP, GENERAL COUNSEL & CORPORATE SECRETARY

AJAY KATARIA, EVP. CHIEF FINANCIAL OFFICER

EXECUTIVE OFFICERS & BOARD OF DIRECTORS

The individuals who comprise the Utz Leadership Team and Board of Directors bring diverse skills, experiences, and backgrounds to the Company.

EXECUTIVE OFFICERS

Dylan Lissette
Director, Chief Executive Officer

Eric Aumen
Senior Vice President, Chief Accounting Officer

Cary Devore
Executive Vice President, Chief Operating Officer

Ajay Kataria
Executive Vice President, Chief Financial Officer

Shannan Redcay
Executive Vice President, Manufacturing

Mark Schreiber
Executive Vice President, Sales & Chief Customer Officer

Theresa Shea
Executive Vice President, General Counsel & Corporate Secretary

James Sponaugle
Executive Vice President, Chief People Officer

Chad Whyte
Executive Vice President, Supply Chain, Planning & Logistics

BOARD OF DIRECTORS

Roger Deromedi
Chairman,
Independent Director

Michael Rice
Chairman Emeritus,
Director

John Altmeyer
Independent Director, Executive
Chairman, GAF Materials LLC

Timothy Brown
Director,
Founder and CEO, Sageworth

Christina Choi
Independent Director,
Senior Vice President,
Marketing of Diageo

Antonio Fernandez
Independent Director President,
AFF Advisors, LLC

Jason Giordano
Independent Director
Senior Managing Director, CC Capital

B. John Lindeman
Independent Director, Chief Financial Officer,
Hydrofarm Holdings Group, Inc.

Dylan Lissette
Director
Chief Executive Officer, Utz Brands, Inc.

Craig Steeneck
Independent Director
Director, Freshpet, Inc., Hostess Brands, Inc.,

Pamela Stewart
Independent Director
President, West Zone Operations, North America
Operating Unit of the Coca-Cola Company



SUSTAINABILITY GOVERNANCE

We believe efficient and sustainable operations are essential for our current and future business. Our business relies on the earth to assist us in producing the best possible products for our customers. Thus, the livelihoods of our farmers, business partners, communities, and people are a crucial component of Utz's responsibility as a corporation. Therefore, we are committed to operating in a way that reduces the impact on the earth's natural resources.

We are continually striving to find ways to operate better and more efficiently through sustainable practices and innovation strategies. As a consumer packaged goods (CPG) company with a rich history, Utz's reputation is based on our ability to innovate and operate ethically for our customers, associates, communities, and stockholders.

At Utz, sustainability and governance matters are overseen by the Executive Team and Board of Directors. The Board is regularly briefed on sustainability matters and operations. In addition, across our operations, subject matter experts from various departments oversee sustainability programs and initiatives, meeting regularly throughout the year to discuss strategies and tactics.

ETHICS

Our reputation for integrity is a hallmark of our Company and core to our values. Our commitment to operating with the highest integrity, fairness, transparency, and governance is essential. Accordingly, we expect our associates and business partners to follow applicable laws and regulations and operate with the highest integrity and ethical standards.

Our guiding documents with respect to our Company's ethics are our Corporate Governance Guidelines and Code of Business Conduct & Ethics.

Our Corporate Governance Guidelines describe the principles and practices that the Utz Board of Directors follows to carry out their responsibilities ethically. These guidelines are reviewed periodically by the Board's Nominating and Corporate Governance Committee to ensure they meet all applicable laws, regulations, and securities exchange requirements and promote the best interests of its stockholders. For more information, please visit our **Corporate Governance Guidelines.**

Our Code of Business Conduct & Ethics describes our policies designed to lead associates to conduct themselves with honesty and integrity, reflective of our values. Our Code of Business Conduct & Ethics defines ethical standards and expectations and requires that individuals act with honesty and integrity, reflective of our values. In addition, the Code reinforces associates and Board Members to comply with all the laws and regulations that apply to our business. For more information, please visit our **Code of Business Conduct & Ethics.**

We encourage and expect our associates and Board Members to report suspected violations of our Corporate Governance Guidelines and Code of Business Conduct & Ethics. With our Open Door Policy, associates can raise concerns directly through their supervisor, Human Resources, any Executive Officer, and our Corporate Compliance Officer. Additionally, associates and third parties can raise a concern anonymously through our toll-free and online Code of Conduct Hotline, available 24-hours a day, 365-days a year.

SECURITY & RESILIENCY

Utz has a layered security solution to protect our intellectual property and operating systems. We leverage investments with our network partners to secure our infrastructure. We run internal tests to identify vulnerabilities in our network. We secure Internet and email communications access by using cloud-based solutions to scan DNS requests and content filtering as well as use multifactor authentication. We further use third-party vendors to conduct routine infrastructure audits and run periodic network penetration testing. Utz associates also complete annual IT Security Awareness Training, along with quarterly refresher training and monthly phishing attack testing.

We share our **Accessibility Statement**, **Privacy**, and **Terms and Conditions** on our website.

GOVERNANCE BEST PRACTICE

We understand and take seriously our responsibility to stockholders to operate at the highest ethical standards. Therefore we strive to continuously engage with our stockholders and seek feedback to improve our practices and maintain an excellent reputation. The following Best Practices highlight our dedication to stockholder access and feedback.

BEST PRACTICES

- Overboarding limits
- Stock ownership guidelines for executive officers and directors
- Continuing education for directors and for new directors
- Stockholder engagement calls
- Board oversight of ESG

INDEPENDENCE

- Separate CEO and Chair Role
- Independent Chair of the Board
- Standing Board Committee membership independence

ACCOUNTABILITY

- Annual Board and Committee self-evaluation
- Annual evaluation of CEO by independent directors
- Clawback policy

SHAREHOLDER RIGHTS

- Stockholder ability to request special meeting
- No poison pill
- One-share, one-vote



ABOUT UTZ BRANDS, INC.

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

ABOUT UTZ SUSTAINABILITY DATA

Utz Brands, Inc. is committed to and focused on improving how we share information with our stakeholders about our sustainability efforts. We are working continuously to improve data gathering capabilities, measurement, and reporting processes to expand the information shared. Unless otherwise noted, the data reporting period comprises January 4, 2021 to January 2, 2022. Note, governance structures and content described reflect those in effect at the time of publication.

FORWARD-LOOKING STATEMENTS

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

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