

BE *sweet*

RESPONSIBILITY REPORT
2022





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LETTER FROM THE CEO

Hi Friends,

It's a privilege to introduce Krispy Kreme's inaugural *Be Sweet Responsibility Report* to share the progress we are making toward our sustainability goals and to showcase our ambitions for the future. As we aspire to be the world's most loved sweet treat brand, we take seriously our responsibility to drive positive change.

Our dream, to become the world's most loved sweet treat brand, was inspired by what our consumers have told us. They truly love Krispy Kreme and the joy it brings to their lives. To be loved is a privilege and we work every day to earn it. We show our commitment to loving our Krispy Kremers, communities, and planet, not because we feel that we have to, but because it is who we are.

To understand our impact on our Krispy Kremers, communities, and planet, we completed our first materiality assessment in 2021. This assessment helped us determine the priorities that were most important to our investors, customers, Krispy Kremers, and communities. Today, I am not only proud of the work we have done and continue to do to love and address those critical areas, but more importantly, how we incorporate environmental, social, and governance (ESG) principles into everything we do.

In support of loving our Krispy Kremers, we focused on increasing diversity and promoting belonging throughout Krispy Kreme in 2022. As a result, we're happy to share our Krispy Kremers reported a strong Belonging score across our organization in our annual engagement survey, highlighting key strengths in areas like acceptance and equal opportunity at Krispy Kreme. Our Krispy Kremers love being at Krispy Kreme because they feel accepted and respected for being their authentic selves.

All over the world our Krispy Kremers are committed to loving and supporting our communities. In addition to participating in local community events across the globe, our fundraising program enabled community and charitable organizations to raise more than \$40 million globally and supported more than 83,000 fundraising events in the U.S. in 2022.

As part of our ongoing commitment to loving our planet, we began to measure our energy footprint and carbon emissions so that we can chart a path to reducing our greenhouse gas emissions. We are proud to share our U.K. & Ireland Krispy Kremers achieved carbon neutrality in 2022, through offsets.

None of these accomplishments would be possible without our amazing Krispy Kremers, who are the heartbeat of our company. I recognize and sincerely thank them for all they have done and continue to do to earn the love of consumers across the globe by spreading the joy that is Krispy Kreme.

In this *Be Sweet* Report, you'll learn more about our progress in loving our Krispy Kremers, communities, and planet. For us, being sweet is an ongoing journey, and we'll keep striving to make a positive difference for the long-term.

On behalf of all our Krispy Kremers, thank you for your interest in Krispy Kreme and your support as we continue our responsibility journey. It is a privilege to serve you, your family, and the communities we call home.

Lots of Love,

Mike Tattersfield
CEO, Krispy Kreme, Inc.



We are committed to positively impacting the world by loving our Krispy Kremers, our communities, and our planet.

ABOUT KRISPY KREME AND THIS REPORT

In our inaugural *Be Sweet Responsibility Report*, we are pleased to provide insight into our Environmental, Social, and Governance (ESG) performance during the fiscal year ending January 1, 2023. Unless otherwise indicated, the metrics and disclosures cover the performance of our operations across the Company-owned markets.

This report is based on data gathered and analyzed for fiscal years 2021 and 2022. We are committed to using data-driven insights to inform our responsibility strategy and create transparency about our performance. Disclosing our ESG performance indicators is a testament to our dedication to transparency. We will continually monitor and expand

our materiality map and data-driven disclosures to provide comprehensive, transparent evidence of our ongoing efforts to all our valued stakeholders.





To develop this report, we leveraged the guidance of global market frameworks, including the Task Force on Climate-related Financial Disclosures (TCFD), which informed our approach for identifying and building a strategy around the climate-related risks and opportunities before Krispy Kreme. Krispy Kreme also engages in corporate and operational activities that support several United Nations Sustainable Development Goals (UN SDGs). Additionally, we routinely connect with both internal and external stakeholders to inform our efforts, including Krispy Kremers, shareholders, non-profit organizations, business partners, suppliers, and local communities.

We believe the foundation of our mission, corporate values, and business are closely aligned with the following UN SDGs and have incorporated these into the development of our responsibility strategy.



OUR *Be Sweet* STRATEGY

To achieve our goal to be the most *loved* sweet treat brand in the world, we understand that our actions must be socially and environmentally responsible. Our *Be Sweet* Strategy encompasses our approach in addressing ESG matters that are most important to us. This strategy is a core element of our long-term growth strategy and reflects our unwavering commitment to becoming a responsible steward for both the environment and society. Built around three core pillars and our governance model, our *Be Sweet* Strategy serves as our framework to achieve a more sustainable and inclusive future.

 <p>LOVING OUR KRISPY KREMERs</p> <p>We create opportunities for our Krispy Kremers to achieve their dreams — building an engaged, inclusive workforce.</p>	 <p>LOVING OUR COMMUNITIES</p> <p>We bring joy to others — engaging locally to support and uplift communities globally.</p>	 <p>LOVING OUR PLANET</p> <p>We respect our planet — using sustainable practices and reducing our environmental impacts.</p>	 <p>GOVERNANCE & OVERSIGHT</p> <p>We deliver value to our stakeholders - disclosing transparently and adhering to ethical business practices.</p>
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MATERIALITY ASSESSMENT

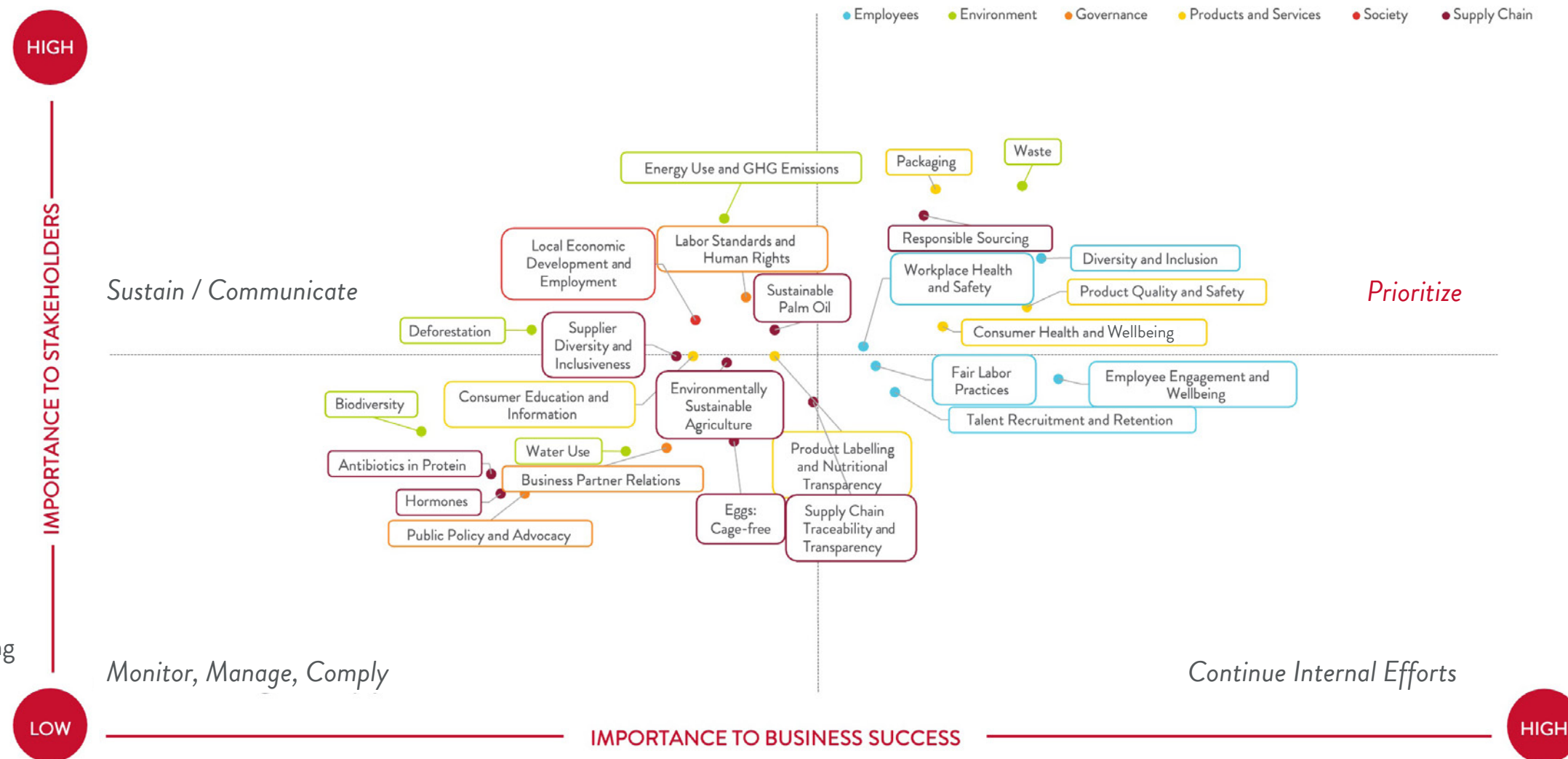
Our *Be Sweet* Strategy is informed by materiality to the Krispy Kreme business. In 2021, we completed our inaugural materiality assessment, during which we engaged more than 60 internal and external stakeholders to identify the most critical ESG risks and opportunities for Krispy Kreme.

Key External Stakeholders

- Civil Society
- Consumers
- Suppliers
- Customers
- Regulators
- Shareholders

We identified 27 material topics. Of those we have prioritized 10 topics:

- Diversity and Inclusion
- Workplace Health and Safety
- Waste
- Consumer Health and Wellbeing
- Product Quality and Safety
- Packaging
- Responsible Sourcing
- Energy Use and GHG Emissions
- Sustainable Palm Oil
- Employee Engagement and Wellbeing



2022 HIGHLIGHTS



44%

waste diverted from landfills



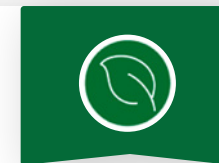
73%

Belonging score as indicated through the Krispy Kremer Engagement Survey



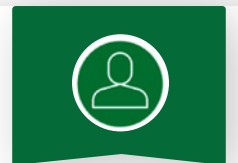
36%

women representation on our Board of Directors



CARBON
NEUTRAL

in the U.K. & Ireland



\$40+ MILLION

raised by organizations through Krispy Kreme's community fundraising program



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LOVING OUR KRISPY KREMERs



Our Krispy Kremers, more than 23,500 globally at the end of 2022*, are at the heart of our business and play a vital role in bringing our purpose to life. We strive to create a global culture that is grounded in our [Leadership Mix principles](#) and a workplace where our peeps are treated with respect, dignity, and understanding.

<i>Make it with heart</i>		<i>Make it count</i>		<i>Make it great</i>	
	INSPIRING CUSTOMER WONDER		BEHAVE LIKE A START-UP		CREATE YOUR PATH
LOVE YOUR COMMUNITY		THINK AND ACT LIKE AN OWNER		GROW OUR PEEPS	
	RESPECT ALL OPINIONS		OWN THE OUTCOMES		MASTER YOUR CRAFT
APPRECIATE OUR DIFFERENCES		DELIVER KUDOS FOR POSITIVE CHANGE		DON'T TAKE YOURSELF TOO SERIOUSLY	

*including both corporate and franchise-owned markets

BELONGING AT KRISPY KREME

At Krispy Kreme, we appreciate each other's differences and take pride in the unique perspectives we each bring to work. We are committed to Being Sweet to our Krispy Kremers.

Belonging happens once each Krispy Kremer knows their bold, authentic self is welcomed, dignified, and loved, where their wonderfully original identities flourish and thrive. Modeled after our most popular doughnut, everyone at Krispy Kreme is an Original. To achieve this ideal state of Belonging, we must nurture inclusion, diversity, equity, and accessibility.

We define these elements of Belonging as:

Inclusion occurs when collective behaviors through actions, norms, and processes nurture a culture where all individuals are empowered, respected, supported, and heard.

Diversity refers to the intersectional representation of our peeps and incorporates the unique recipe of individual lived experiences, values, beliefs, and perspectives.

Equity recognizes the roadblocks that impact underrepresented groups, purposefully removes barriers to success, and sustains a system of irresistible opportunities.

Accessibility provides everyone within the continuum of human ability and experiences the space to live the joy that is Krispy Kreme.



“I feel a sense of belonging at Krispy Kreme.”

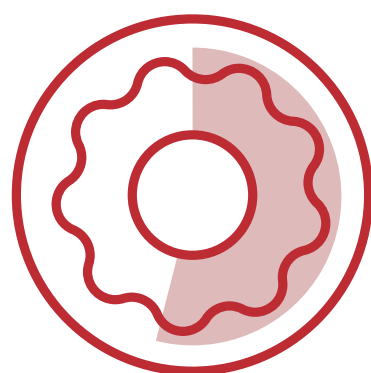
As part of our 2022 Krispy Kreme Engagement Survey (“2022 Survey”), our Krispy Kremers reported a Belonging score of 73 (out of 100) across our organization for answering the question, “I feel a sense of belonging at Krispy Kreme.” The results of the 2022 Survey highlighted key strengths in areas like acceptance and equal opportunity at Krispy Kreme. Notably, our engagement and belonging scores are equal to global benchmarks provided in Glint, our engagement survey tool.

To fulfill Krispy Kreme’s vision to be the most loved sweet treat brand in the world, we strive to have a workforce that is as diverse as our consumers. In 2022, we achieved the following workforce diversity metrics in the United States:



KRISPY KREME HAS ESTABLISHED A GLOBAL GOAL TO ACHIEVE GENDER PARITY BY THE END OF 2025

DIVERSITY METRICS*



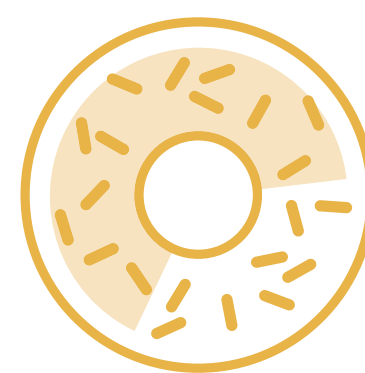
54%

Workforce Gender Diversity



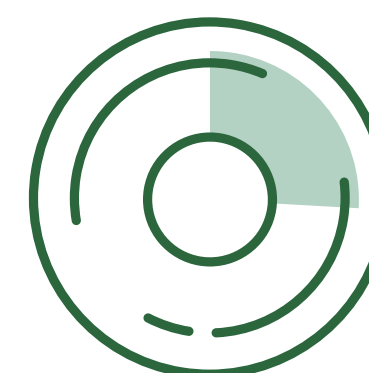
47%

Corporate Gender Diversity



67%

Workforce People of Color Diversity



26%

Corporate People of Color Diversity

*Diversity data is calculated for our U.S. Company-owned operations only.

SHOWING PRIDE

Krispy Kreme is proud to support our LGBTIQ+ Krispy Kremers, suppliers, and customers. In 2022, we participated in Pride events in the U.S. and in Mexico.



U.S. EMPLOYEE RESOURCE GROUPS (ERGS)

Our ERGs provide learning resources, meaningful discussions, and personal and professional development. In 2022, the ERGs hosted 48 programs and events for our Krispy Kremers.

2022 KRISPY KREMER WELLBEING AND SATISFACTION

Krispy Kremers are the most important component of our business and we continue to prioritize their safety, wellbeing, and satisfaction. This is formally documented in the Krispy Kreme [Code of Conduct](#), our guide to business integrity, respectful behavior, and keeping our workplace safe and responsible. There are great examples from all over the world of unique programs supporting our wellbeing goals, and we want to highlight a few of them.

Krispy Kremer Engagement

Each year, Krispy Kremers share their thoughts and feedback in an annual Survey, providing insight into their experience and sentiment. In our 2022 Survey, our Krispy Kremers' responses indicated our peeps experienced an overall Engagement Score of 75 — a score that combines responses to the following two questions: “How happy are you working at Krispy Kreme?” and “I would recommend Krispy Kreme as a great place to work.”



Betterfly Partnership (Mexico)

In Mexico, our partnership with Betterfly rewarded our peeps' healthy habits with insurance discounts. Through Betterfly, our Krispy Kremers organized team challenges to encourage healthy habits, such as walking, exercising, meditating, and speaking with a counselor. In addition, team activities were rewarded with points that were converted into donations to six charitable organizations across Mexico.

Healthy and Hole-some

The Company offered comprehensive health and wellbeing benefits for both our full- and part-time U.S. Krispy Kremers. In 2022, we extended our parental leave plan for both mothers and fathers.

Our employee assistance plan brings together various work- and life-related resources to support Krispy Kremers by providing counseling and emotional support, legal assistance, financial resources, and more. These resources are always available to all Krispy Kremers.

Krispy Kreme Relief Fund

When a difficult time strikes, we are there to support our peeps. The Krispy Kreme Relief Fund provides Company-funded financial assistance to U.S. based employees when unexpected or unavoidable events arise, such as a medical emergency or natural disaster. In 2022, we are proud that our support for Krispy Kremers grew 7% above 2021.

Tuition Reimbursement

We provide educational reimbursement options for full-time U.S. Krispy Kremers who have worked at the Company for at least a year. In 2022, the number of Krispy Kremers receiving tuition assistance increased over 50% from 2021.



Wellbeing Month (Australia & New Zealand)

For the second consecutive year, starting from R-U-OK Day on September 14 through World Mental Health Day on October 10, Krispy Kreme Australia & New Zealand hosted Wellbeing Month. The program raised mental health awareness and fostered discussions about mind, body, and heart wellness. Throughout Wellbeing Month, engaging activities included workshops about resilience and positive psychology and R-U-OK? Morning Tea and Conversation Guides, among other initiatives.



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LOVING OUR COMMUNITY

At Krispy Kreme, sharing joy is at the center of everything we do, and we are committed to inspiring this in our communities worldwide.

Our Krispy Kremers proudly love and support our communities. Efforts range from beach clean-ups in South Africa and hiring programs in Thailand for employees over the age of 60 to turning plastic bottles into work uniforms in South Korea and frequent doughnut drops to American first responders.



Let's Raise Some Funds, Together

Krispy Kreme's community fundraising program is simple yet incredibly impactful: community organizations can raise funds by selling our iconic doughnuts and receive 50% of sales for their cause. In 2022, this effort enabled community and charitable organizations to raise more than \$40 million.

Learn more about this program [here](#).



ACTS OF JOY

Grounded in our commitment to give back to our communities, Krispy Kreme's Acts of Joy capture our spirit of giving and belief in generosity. From giving someone a free, fresh doughnut to donating time to charitable causes, it's all about sharing smiles and creating joyful moments. We lean on our Leadership Mix to show us how to provide joy in life's big and small moments.

In 2022, our Acts of Joy included free doughnuts for:

- Hospitals and police departments, allowing them a moment of joy and to feel our appreciation for what they do
- Graduating high school and college seniors, now a tradition of how this brand can bring joy to graduates
- Anyone who donated blood to the American Red Cross during the blood shortage crisis

In 2022, our communities enjoyed more than 24,000,000 doughnuts through Acts of Joy.



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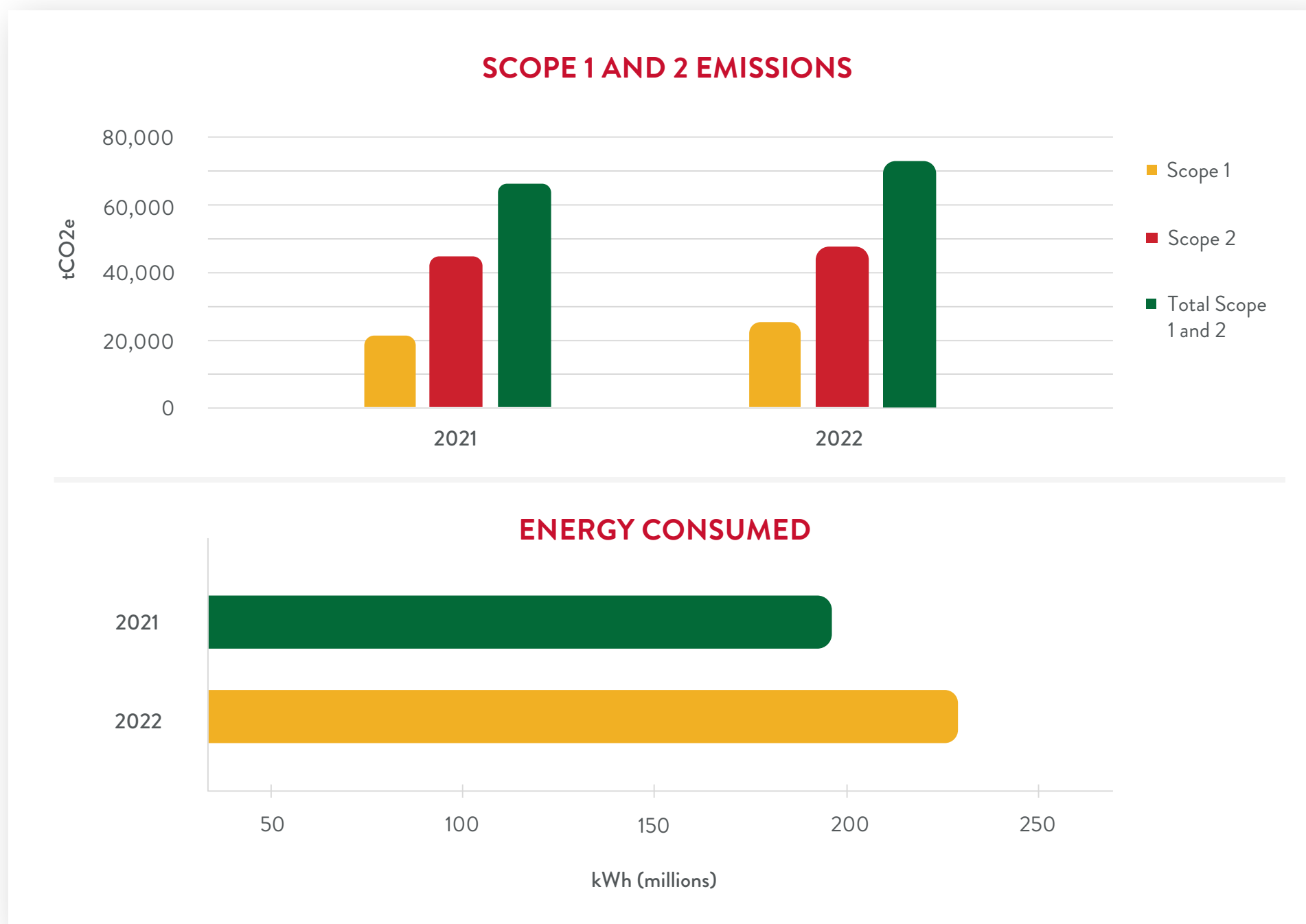
We are committed to loving our planet by reducing our impact, taking steps to protect the environment, and launching new sustainability initiatives worldwide.

GHG EMISSIONS AND ENERGY MANAGEMENT

We recognize the importance of reducing our impact on the climate and prioritizing efforts to measure and manage our greenhouse gas emissions (GHG). For that reason, we developed comprehensive data collection strategies that allow us to monitor and implement solutions to reduce our global emissions. These efforts support our intention to set science-based targets, a clear commitment to decarbonize our operations and remain a responsible steward of the planet.

In this spirit, we aligned to the Task Force for Climate-Related Financial Disclosures (TCFD) to report our climate-related risks, opportunities, and key metrics. Our TCFD disclosure is in the appendix of this document.

Our Scope 1 and 2 emissions footprint in fiscal years 2021 and 2022 gave us insights into our impact. Our GHG inventory will now be used to develop our emissions targets which we expect to align to the Science Based Targets initiative (SBTi) and create a pathway to a lower carbon future.



Krispy Kreme U.K. & Ireland Achieved Carbon Neutrality

In 2022, the U.K. & Ireland business became carbon neutral — as verified by Sustainable Advantage — by sourcing renewable energy and strategic carbon offsets linked to our ingredient supply sources. The carbon offset projects included renewable energy and conservation projects:



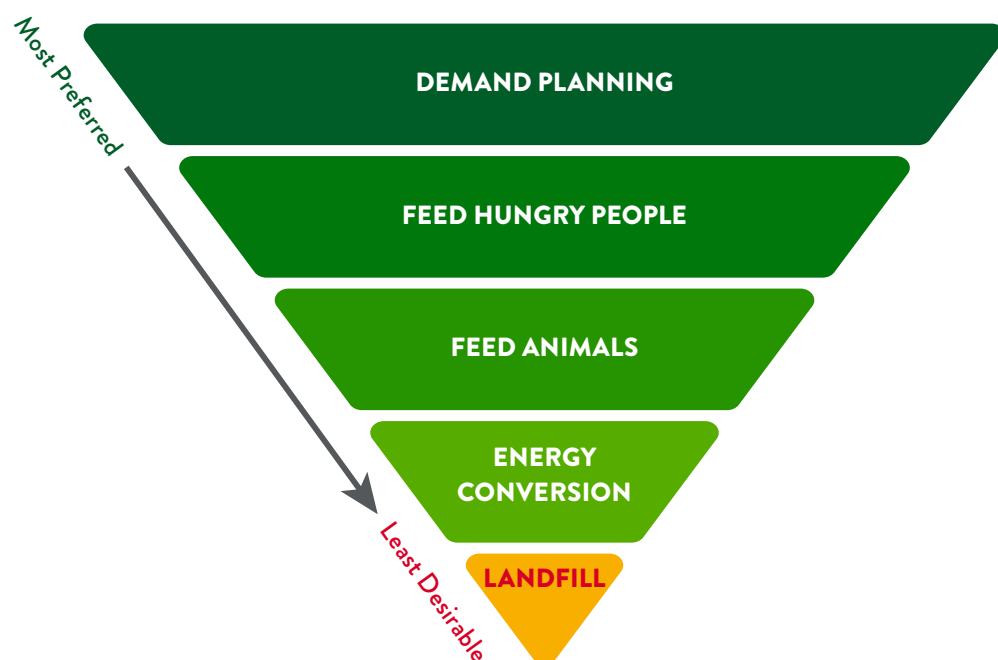
Musi River Hydro (Sumatra, Indonesia): 210MW hydroelectricity plant, while establishing a reforestation program that safeguards the natural landscape



Vinh Hao 6 Solar Power Project (Binh Thuan, Vietnam): Large solar power plant, which offsets approximately 2.5 million tons of CO₂e annually



Maisa REDD+ Project (Brazil): Protects a large area of the Brazilian Amazon, home to over 450 animal and plant species unique to the region



WASTE MANAGEMENT

Waste reduction is a top priority within Krispy Kreme’s *Be Sweet* Strategy, with a goal to divert at least 50% of food waste from landfills by 2025.

Our core food waste initiatives are:

- Improved demand planning efficiency through integrated business planning (IBP)
- Food waste to animal feed programs
- Global food donation strategy to partner with food banks and provide sweet treats to our communities in need
- Partner with surplus food apps to maximize sales of end-of-day doughnuts
- Employee waste training and education
- Optimized DFD displays and merchandising solutions to reduce end of day waste at customers locations

Too Good to Go Partnership (U.K.)

In 2022, the U.K. team partnered with Too Good to Go, the food waste saving app, to notify consumers of end-of-day doughnuts available for purchase at a discount. This approach led to nearly 275,000 doughnuts being sold and saved 113.7 tons of CO₂e, the equivalent of 128 flights from London to New York.



In 2022, we accomplished **65% recyclability** through:



100%

recyclable retail cartons globally

100%

plastic free cups in the U.K. & Ireland



100%

paper straws in U.K. & Australia



100%

compostable straws in Mexico



RESPONSIBLE PACKAGING

We are committed to significantly increasing the recyclability of our packaging, with a goal to reach 80% recyclable or compostable packaging across our operations by 2025.

Over the next two years, we are focusing on the commercialization of recyclable grease-resistant DFD* cartons, 100% paper based coffee cups, and a reduction in our single-use plastic consumption to reach our 80% goal.

SUPPLIER ENGAGEMENT

Our supply chain and sourcing efforts are improving the sustainability of our core ingredients. Our sourcing commitment is reinforced through the [Supplier Code of Conduct](#), which addresses human rights, environmental protection best practices, and business ethics. In 2022, we required all new key suppliers to sign on to and comply with our Supplier Code of Conduct or submit their own Code of Conduct for review. Krispy Kreme participates in sustainability sessions and evaluates all key suppliers to ensure each has a compelling strategy and initiatives that align with Krispy Kreme’s responsibility targets.



ACHIEVE

100%

cage-free eggs by 2025

* “DFD”, or “Delivered Fresh Daily”, refers to doughnuts sold through leading retailers and is not included in retail calculations.



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A close-up photograph of several glazed donuts on a tray. The donuts are golden-brown with a thick, shiny, light-colored glaze. They are arranged in rows, and the background is slightly blurred, showing more donuts in the distance.

GOVERNANCE AND OVERSIGHT

We are dedicated to a culture of ethical and transparent behavior and encourage Krispy Kremers to make decisions that support the interests of our stakeholders.

GOVERNANCE FRAMEWORK

Board of Directors

Krispy Kreme’s Board of Directors (Board) is responsible for the oversight and the stewardship of the Company. The Board actively shapes our strategic direction and provides fresh perspectives to our management team. The majority of our eleven directors are independent and our two Board Committees are comprised solely of independent directors.

1. Audit and Finance Committee (the “Audit Committee”)
2. Remuneration and Nomination Committee (the “Remuneration Committee”)

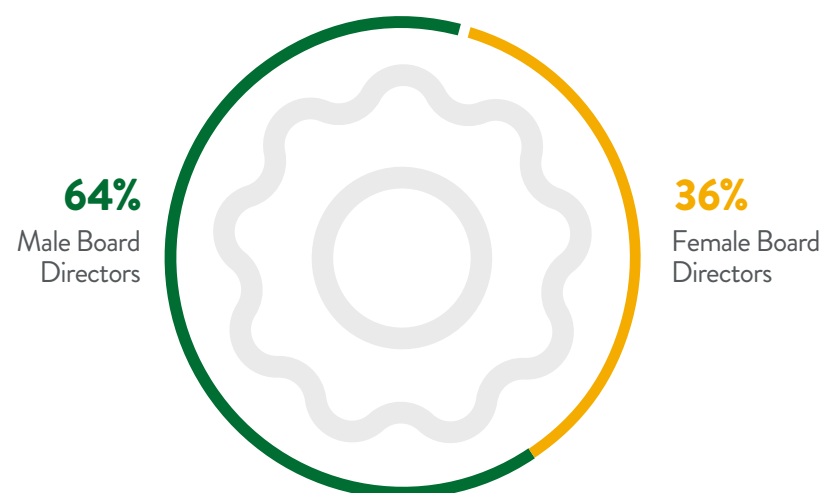
In 2022, the Board held seven meetings. Additionally, non-employee directors and independent directors met regularly in executive sessions.

Our Governance Documents evidence our commitment to strong and ethical corporate governance. Our Code of Conduct is foundational to how our Krispy Kremers engage with one another and our external communities and stakeholders.

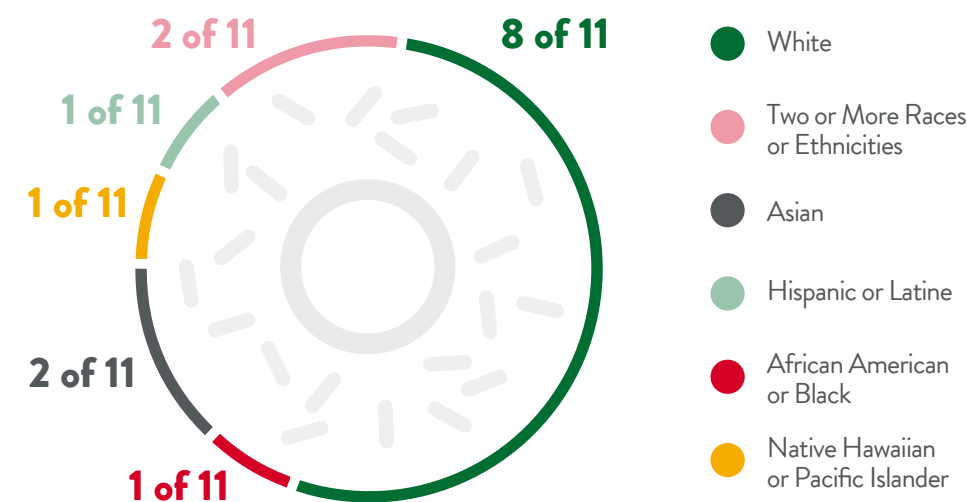
BOARD MEMBER INDEPENDENCE



GENDER DIVERSITY



DEMOGRAPHIC SELF-IDENTIFICATION



BE SWEET RESPONSIBILITY OVERSIGHT

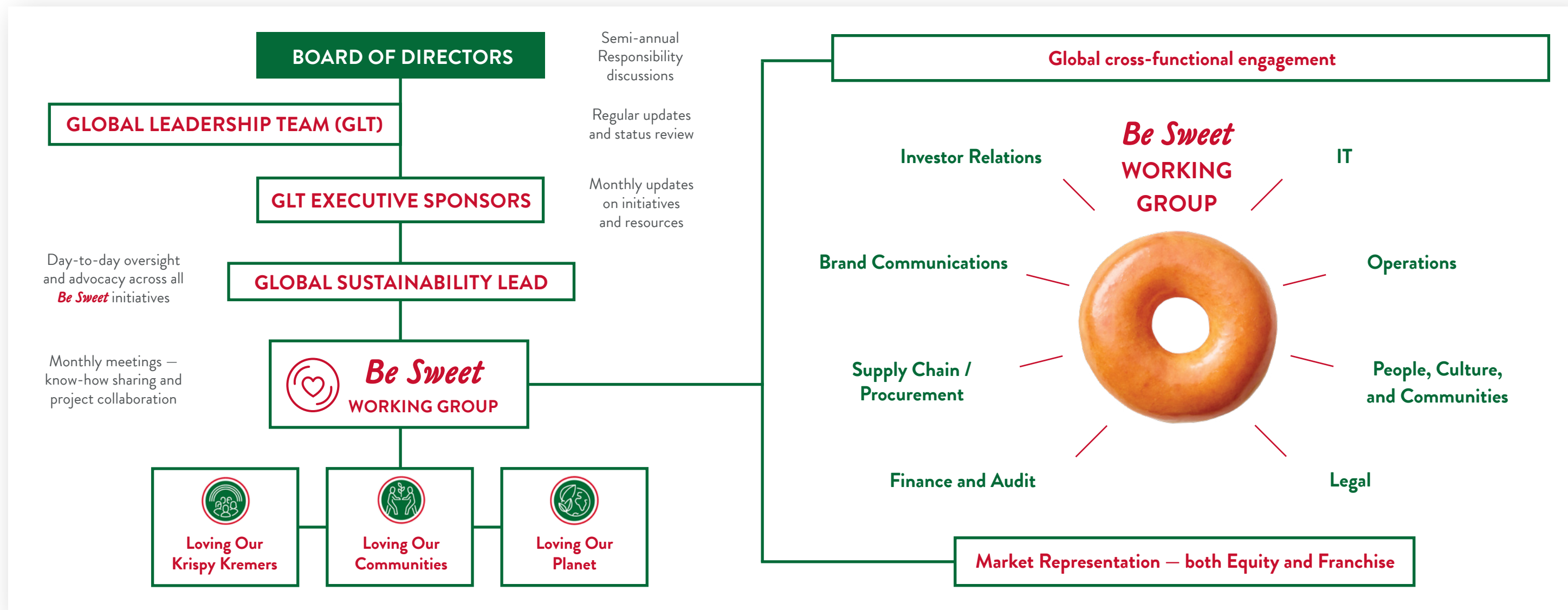
We have developed a governance structure that integrates our *Be Sweet* Strategy across all business functions, ensuring that we pursue long-term business goals responsibly and drive positive impact simultaneously for society and the environment.

The full Board oversees our *Be Sweet* Strategy, providing guidance and strategic recommendations to our management

team. Two executive sponsors, who are also members of the Global Leadership Team, along with other key functional leaders, report progress to the Board semi-annually and regularly engage in ESG reviews and discussions.

The executive sponsors guide the *Be Sweet* Working Group, which is led by our Global Sustainability Lead, and includes

representation from across our global markets and corporate functions. The *Be Sweet* Working Group has direct responsibility to execute all *Be Sweet* initiatives across Krispy Kreme’s operations and achieve commitments. This group brings together global perspectives to drive day-to-day initiatives at Krispy Kreme.



RISK MANAGEMENT

The Audit Committee oversees Krispy Kreme's assessment and management of strategic, operational, financial, and regulatory risks. Krispy Kreme's Enterprise Risk Management (ERM) approach identifies risk factors that are material to the business, including *Be Sweet* topics such as food safety and food waste. The Audit Committee reviews and monitors progress and results related to top risks identified through our ERM process. *Be Sweet*-specific risks are discussed monthly by our global cross-functional *Be Sweet* Working Group.

Cybersecurity & Data Privacy: In 2022, Krispy Kreme did not experience any significant data breaches.

Whistleblower Policy: Krispy Kremers are encouraged to report, in a confidential and anonymous manner, concerns related to accounting, internal accounting controls, auditing matters, or questionable financial practices.



FORWARD LOOKING STATEMENTS DISCLOSURE

This Report contains forward-looking statements that involve risks and uncertainties. The words “believe,” “will,” “would,” “estimate,” “expect,” “progress,” “future,” “intention,” “commit,” “taking steps,” “launch,” “target,” “to achieve,” or similar words, or the negative of these words, identify forward-looking statements. Such forward-looking statements are based on certain assumptions and estimates that we consider reasonable but are subject to various risks and uncertainties and assumptions relating to our operations, financial results, financial conditions, business, prospects, growth strategy, and liquidity. Accordingly, there are, or will be, important factors that could cause our actual results to differ materially from those indicated in these statements. The inclusion of this forward-looking information should not be regarded as a representation by us that the future plans, estimates or expectations contemplated by us will be achieved. Our actual results could differ materially from the forward-looking statements included herein. Factors that could cause

actual results to differ from those expressed in forward-looking statements include, without limitation, the risks and uncertainties described under the headings “Cautionary Note Regarding Forward-Looking Statements” and “Risk Factors” in our Annual Report on Form 10-K for the year ended January 1, 2023, filed by us with the Securities and Exchange Commission (“SEC”) and described in the other filings we make from time to time with the SEC. We believe that these factors include, but are not limited to, the impact of pandemics, changes in consumer preferences, the impact of inflation, and our ability to execute on our omni-channel business strategy. These forward-looking statements are made only as of the date of this document, and we do not undertake any obligation, other than as may be required by applicable law, to update or revise any forward-looking or cautionary statement to reflect changes in assumptions, the occurrence of events, unanticipated or otherwise, or changes in future operating results over time or otherwise.





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TCFD INDEX

We continue to build our climate change strategy in alignment with the TCFD recommendations.

TCFD Pillar	TCFD Recommended Disclosure	Response
Governance	<ul style="list-style-type: none"> a. Describe the Board’s oversight of climate-related risks and opportunities. b. Describe management’s role in assessing and managing climate-related risks and opportunities. 	<p>Krispy Kreme’s Board of Directors employs a cross-disciplinary approach to monitor and appropriately respond to climate-related risks and opportunities. The Board’s governance approach is executed in partnership with the Global Leadership Team (GLT), our Global Sustainability Lead, and our <i>Be Sweet</i> working group.</p> <p>The Board is informed of relevant climate-related risks and opportunities by the GLT through the delivery of a semi-annual sustainability progress update. Climate-related discussions inform all significant decisions made by Krispy Kreme management. The Board receives recommendations on all ESG-related matters after review of Company strategies, activities, and policies.</p> <p>For more information, please see the <i>Be Sweet</i> Responsibility Oversight section (page 22) and the Board of Directors section (page 21) of the report.</p>
Strategy	<ul style="list-style-type: none"> a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. 	<p>Krispy Kreme has identified our greenhouse gas emissions baseline across our equity markets. The GLT is responsible for overseeing climate-related mitigation and strategy execution. Our Global Sustainability Lead advises on considerations relevant to day-to-day execution of climate-related strategy.</p> <p>Krispy Kreme has determined organizational investment in energy sourcing, waste management, and supplier partnerships, among other related issues, as critical to optimizing climate resiliency within the Company business model. Additional information on the identified climate-related risks and opportunities that inform Krispy Kreme’s sustainability strategy can be found in the <i>Be Sweet</i> Strategy section (pages 5-6) of the report.</p>

<p>Risk Management</p>	<ul style="list-style-type: none"> a. Describe the organization’s processes for identifying and assessing climate-related risks. b. Describe the organization’s processes for managing climate-related risks. c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management. 	<p>As a public Company, Krispy Kreme’s Audit Committee integrates formalized oversight processes which identify, assess, and mitigate climate-related risk, culminating in a cross-disciplinary assessment undertaken by the GLT to identify the most material risks affecting Krispy Kreme’s business. In the Risk Management section (page 23) of the report, the GLT outlines the most salient risks to the Company and selects mitigation techniques currently being deployed in response.</p>
<p>Metrics and Targets</p>	<ul style="list-style-type: none"> a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks. c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. 	<p>On page 17, Krispy Kreme discloses Scope 1 and Scope 2 emissions for the Company during 2022 and 2021 reporting, as well as total energy consumed.</p> <p>Krispy Kreme has not set Company-level targets on Scoped emissions at this time, but outlines the development of internal processes to collect relevant data that will inform the target setting strategy. Krispy Kreme will incorporate the recommendations of the Science Based Targets initiative when setting reduction targets.</p> <p>Other targets to manage our climate-related risks and opportunities are discussed on pages 17–19.</p> <p>More metrics are provided in the Performance Table (pages 28–32)</p>

PERFORMANCE TABLE

Metric	Unit	FY2021	FY2022	SASB	GRI	Additional Public Information
General Data						
Revenue	Dollars (\$M)	1,384.4	1,529.9		201-1	Link
Total Employees ¹	Number	~21,500	~23,500		2-7	Link
Company-owned shops	Number	971	1,021	FB-RN-000.A	201-1	Link
Franchise shops	Number	839	919	FB-RN-000.A		Link
Environmental Data						
Greenhouse Gas Emissions²						
Total Scoped Emissions (Scope 1+2)	tCO ₂ e	65,926	72,560			
Total Scope 1 – Direct Emissions	tCO ₂ e	21,372	25,156		305-1	
Total Scope 2 – Indirect Emissions (Location Based)	tCO ₂ e	44,554	47,404		305-2	
Total Energy Consumption ³	kWh	198,914,475	227,549,122	FB-RN-130a.1	302-1	

¹Total employee number encompasses all the individuals employed globally by Krispy Kreme as of January 1, 2023, which includes all of our equity markets and franchises.

²Scoped emissions are reported and calculated on the basis of the GHG Protocol and its principles, covering all of Krispy Kreme’s Company-owned operations. The data gathered to support these calculations were accurate to the best of our knowledge, at the time they were generated.

³The scope of energy consumption includes only energy directly consumed by Krispy Kreme’s Company-owned operations.



Metric	Unit	FY2021	FY2022	SASB	GRI	Additional Public Information
Waste Management						
Total Amount of Food Waste Generated	Tons	–	21,293	FB–RN–150a.1	306–3	
% of Food Waste Diverted from Landfills (Total)	Percentage (%)	–	44%	FB–RN–150a.1	306–4	
% of Packaging that is Recyclable, Reusable and Compostable	Percentage (%)	–	65%	FB–RN–150a.2		
Social Data						
Belonging⁴						
Female representation of employees	Percentage (%)	–	54%		405–1	Link
Female representation of employees at the corporate level	Percentage (%)	–	47%		405–1	
Total employees represented by minority groups	Percentage (%)	–	67%		405–1	Link
Corporate level employees represented by minority groups	Percentage (%)	–	26%		405–1	

⁴ The data disclosed under Belonging represents our U.S. Company-owned operations only.



Metric	Unit	FY2021	FY2022	SASB	GRI	Additional Public Information
Governance Data						
Board Composition						
Board Members	Number	12	11		2-9	Link
Board Member Average Term Duration	Years	2.8	3.3		2-9	Link
Board of Directors Female Representation	Percentage (%)	42%	36%		2-9	Link
Board of Directors Racial Representation	Percentage (%)	33%	36%		2-9	Link
Independent Directors	Number	6	6		2-9	Link
Board Member Diversity						
Female Board Members	Number	5	4		2-9	Link
Male Board Members	Number	7	7		2-9	Link
LGBTIQ+	Number	0	0		2-9	Link
White	Number	9	8		2-9	Link



Metric	Unit	FY2021	FY2022	SASB	GRI	Additional Public Information
Board Member Diversity						
Asian	Number	2	2		2-9	Link
Hispanic/Latine	Number	1	1		2-9	Link
African American or Black	Number	1	1		2-9	Link
Native Hawaiian or Pacific Islander	Number	1	1		2-9	Link
Two or More Races or Ethnicities	Number	2	2		2-9	Link
Not disclosed	Number	0	0		2-9	Link
Ethical Practices						
Incidents of corruption	Number	0	0		205-3	Link
Total monetary losses as a result of legal proceedings associated with corruption and bribery	Dollars (\$)	0	0			Link
Total monetary losses as a result of legal proceedings associated with false marketing claims	Dollars (\$)	0	0			Link
Annual Total Compensation	Ratio	867:1	122:1		2-21	Link



Metric	Unit	FY2021	FY2022	SASB	GRI	Additional Public Information
Data Security						
Data Breaches	Number	0	0		418-1	
Percentage of Breaches involving Personally Identifiable Information (PII)	Percentage (%)	0	0		418-1	
Customers Affected	Number	0	0		418-1	