RED ROBIN INTERNATIONAL, Inc.		Policies and Procedures
Revision: May 2025	Replaces: August 2023	Date: May 2025
Policy Owners: Chief Legal Officer; Chief People Officer	Approved by: Compensation Committee	Review Date: Periodically
Title: **EXECUTIVE STOCK OWNERSHIP GUIDELINES**		Page 1 of 1

PURPOSE:

The Board of Directors of Red Robin Gourmet Burgers, Inc. (the "**Company**") believes that it is in the best interest of the Company and its stockholders to align the financial interests of the Company's executives with those of the Company's stockholders. In this regard, the Compensation Committee of the Board has adopted minimum stock ownership guidelines for its executive team.

SCOPE:

The requirements are expressed as a multiple of annual base salary. Each executive is required to own an amount of the Company's common stock equal to the minimum ownership requirement for such executive's level/position as follows:

Level/Position	Minimum Ownership Requirement
Chief Executive Officer	5x Annual Base Salary
All Other C-Level Executives[1]	3x Annual Base Salary

[1]Excludes CAO, Chief Accountant, and/or Chief of Staff

Until such time as the minimum ownership requirement is met, each executive officer must retain 100% of the Company's common stock that he or she owns or acquires, including through the vesting of equity based grants (net of taxes). Once the minimum ownership requirement is achieved, the executive must maintain at least such level of ownership at all times while subject to these Guidelines. All trades, including preclearance procedures, must be in accordance with the Company's Insider Trading Policy.

In calculating share ownership, the value is based on the 30-day average share price, and the following sources may be included:

- Shares of common stock owned outright by the executive or his or her immediate family members residing in the same household.
- Shares of common stock held in trust for the benefit of the executive or his or her family.
- Shares purchased with amounts invested in the Company's retirement plans, including, without limitation, the Company's Employee Stock Purchase Plan.
- Unvested restricted stock or restricted stock units.
- Unvested but "banked" performance stock units for which the performance measure has been met and approved by the Compensation Committee for a particular fiscal year.
- Vested, in-the-money options.

The Compensation Committee of the Board shall be responsible for monitoring the application of these stock ownership guidelines. The Compensation Committee may modify these Stock Ownership Guidelines in its discretion.