

# Red Robin® SASB INDEX

The Sustainability Accounting Standards Board (SASB) is an independent, private sector standards-setting organization dedicated to enhancing the efficiency of capital markets by fostering the high-quality disclosure of sustainability information. The table below references select indicators from SASB standards for restaurants. This index also references the 2021 Red Robin® Sustainability Report. Franchisee information is not included in the data below because our franchisees are independent businesses and we do not generally control franchise operations with respect to the matters reported. The data presented generally refers to our company-owned restaurants and the fiscal year 2021. Some data may contain estimates and we may update these numbers as access to and quality of data improves.

DISCLOSURE TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	RED ROBIN® DATA/INFORMATION SOURCE
Energy Management	(1) Total energy consumed, (2) percentage grid electricity with and (3) percentage renewable	Gigajoules (GJ), Percentage (%)	FB-RN-130a.1	(1) 489,144.14 GJ (2) 100% grid electricity (3) 0%
Water Management	(1) Total water withdrawn and (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	Thousand cubic meters (m³), Percentage (%)	FB-RN-140a.1	(1) 1,105 TCM (2) Approximately 14% of water consumed is in regions with high stress and 19% with extremely high stress
Food and Packaging Waste Management	(1) Total amount of waste, (2) percentage food waste and (3) percentage diverted	Metric tons (t), Percentage (%)	FB-RN-150a.1	(1) 37,602 tons (2) 30% of trash volume (7,227 tons) (3) 37%
Food and Packaging Waste Management	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Metric tons (t), Percentage (%)	FB-RN-150a.2	(1) 4,185 metric tons (2) 12% (3) 98%



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DISCLOSURE TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	RED ROBIN® DATA/INFORMATION SOURCE
Food Safety	(1) Percentage of restaurants inspected by a food safety oversight body and (2) percentage receiving critical violations	Percentage (%)	FB-RN-250a.1	100% of our restaurants are inspected by a regulatory body and 100% are inspected by a third-party, auditing company four times a year. For additional information see our 2021 <a href="#">Sustainability Report</a> .
Food Safety	(1) Number of recalls issued and (2) total amount of food product recalled	Number, Metric tons (t)	FB-RN-250a.2	Red Robin® had one item for clarity and flow recalled in 2021. It was an onion, and when the investigation was complete, none of the affected lot codes of that onion were in the Red Robin® system.
Food Safety	Number of confirmed foodborne illness outbreaks and percentage resulting in U.S. Centers for Disease Control and Prevention (CDC) investigations	Number, Percentage (%)	FB-RN-250a.3	No confirmed food borne illness outbreaks.
Nutritional Content	(1) Percentage of meal options consistent with national dietary guidelines and (2) revenue from these options	Percentage (%), Reporting currency	FB-RN-260a.1	(1) Red Robin® follows all federal and local regulations as they pertain to nutritional requirements for all our locations. We have a team of experts to ensure we have the most accurate and up-to-date specification and nutritional information for our more than 150+ food products that go into making 75+ menu items. We post calories on our menus next to our food and most drink options, and we also provide a supplemental nutritional guide for our Guests to view complete nutritional information. In addition we offer our Guests several salads, burgers and entrees under 600 calories. (2) Not applicable to Red Robin®
Nutritional Content	(1) Percentage of children's meal options consistent with national dietary guidelines for children and (2) revenue from these options	Percentage (%), Reporting currency	FB-RN-260a.2	We comply with local dietary requirements, including those with respect to meal and beverage mandates for children.  For additional information see our <a href="#">Kids' Menu</a> & <a href="#">Allergens and Nutrition</a> Web Pages
Nutritional Content	Number of advertising impressions made on children and percentage promoting products that meet national dietary guidelines for children	Number, Percentage (%)	FB-RN-260a.3	Promotional and marketing efforts are not targeted toward children.



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DISCLOSURE TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	RED ROBIN® DATA/INFORMATION SOURCE
Labor Practices	(1) Voluntary and (2) involuntary turnover rate for restaurant employees	Rate	FB-RN-310a.1	(1) 146.8% voluntary (2) 9.8% involuntary (circumstances caused by COVID-19 made turnover a challenging area in the fiscal year 2021)
Labor Practices	(1) Average hourly wage by region and (2) percentage of restaurant employees earning minimum wage by region	Reporting currency, Percentage (%)	FB-RN-310a.2	(1) For the fiscal year 2021, company-wide average wage (inclusive of tips) for all non-supervisory restaurant Team Members was \$19.04 per hour. (2) 100% of our restaurant team members earn at least minimum wage.
Labor Practices	Total amount of monetary losses as a result of legal proceedings associated with (1) labor law violations and (2) employment discrimination	Reporting currency	FB-RN-310a.3	Please see fiscal year <a href="#">2021 Form 10-K</a>
Supply Chain Management and Food Sourcing	Percentage of food purchased that (1) meets environmental and social sourcing standards and (2) is certified to third-party environmental and/or social standards	Percentage (%) by cost	FB-RN-430a.1	<p>100% of our suppliers participate in third-party audits to ensure the humane treatment of all animals in the Red Robin® supply chain and also comply with our animal welfare standards. We follow up on any reports of farm animal mistreatment and take actions consistent with our animal welfare policy. Any supplier who fails to comply with our animal welfare standards is subject to removal from our supply chain.</p> <p>Red Robin® is committed to working with our suppliers and others in the food industry to, by 2024, align with broiler chicken welfare standards established by the Global Animal Partnership (GAP). Our poultry is free of any added hormones and steroids, 100% sourced from family-owned farms that do not use antibiotics to promote animal growth. In addition, our turkey supplier is American Humane Association certified, and our chicken wings and sliced turkey are produced using humane, controlled atmosphere-processing methods.</p> <p>For additional information see our <a href="#">2021 Sustainability Report</a> &amp; <a href="#">Animal Welfare</a> Web Page.</p>



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DISCLOSURE TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	RED ROBIN® DATA/INFORMATION SOURCE
Supply Chain Management and Food Sourcing	Percentage of (1) eggs that originated from a cage-free environment and (2) pork that was produced without the use of gestation crates	Percentage (%) by number, Percentage (%) by weight	FB-RN-430a.2	(1) 100% of our eggs used in California are cage-free, which represent 15% of our system-wide corporate egg usage (2) 21% of pork produced without use of gestation crates
Supply Chain Management and Food Sourcing	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	N/A	FB-RN-430a.3	<p>100% of our suppliers participate in third-party audits to ensure the humane treatment of all animals in the Red Robin® supply chain and also comply with our animal welfare standards. We follow up on any reports of farm animal mistreatment and take actions consistent with our animal welfare policy. Any supplier who fails to comply with our animal welfare standards is subject to removal from our supply chain.</p> <p>Red Robin® is committed to working with our suppliers and others in the food industry to, by 2024, align with broiler chicken welfare standards established by the Global Animal Partnership (GAP). Our poultry is free of any added hormones and steroids, 100% sourced from family-owned farms that do not use antibiotics to promote animal growth. In addition, our turkey supplier is American Humane Association certified, and our chicken wings and sliced turkey are produced using humane, controlled atmosphere-processing methods.</p> <p>For additional information see our <a href="#">2021 Sustainability Report &amp; Animal Welfare</a> Web Page.</p>
	Number of (1) company-owned and (2) franchise restaurants	Number	FB-RN-000.A	(1) 430 company owned (2) 101 franchisee operated
	Number of employees at (1) company-owned and (2) franchise locations	Number	FB-RN-000.B	(1) 22,045 Team Members at company-owned restaurants (2) Data is not available for franchise Team Members

