

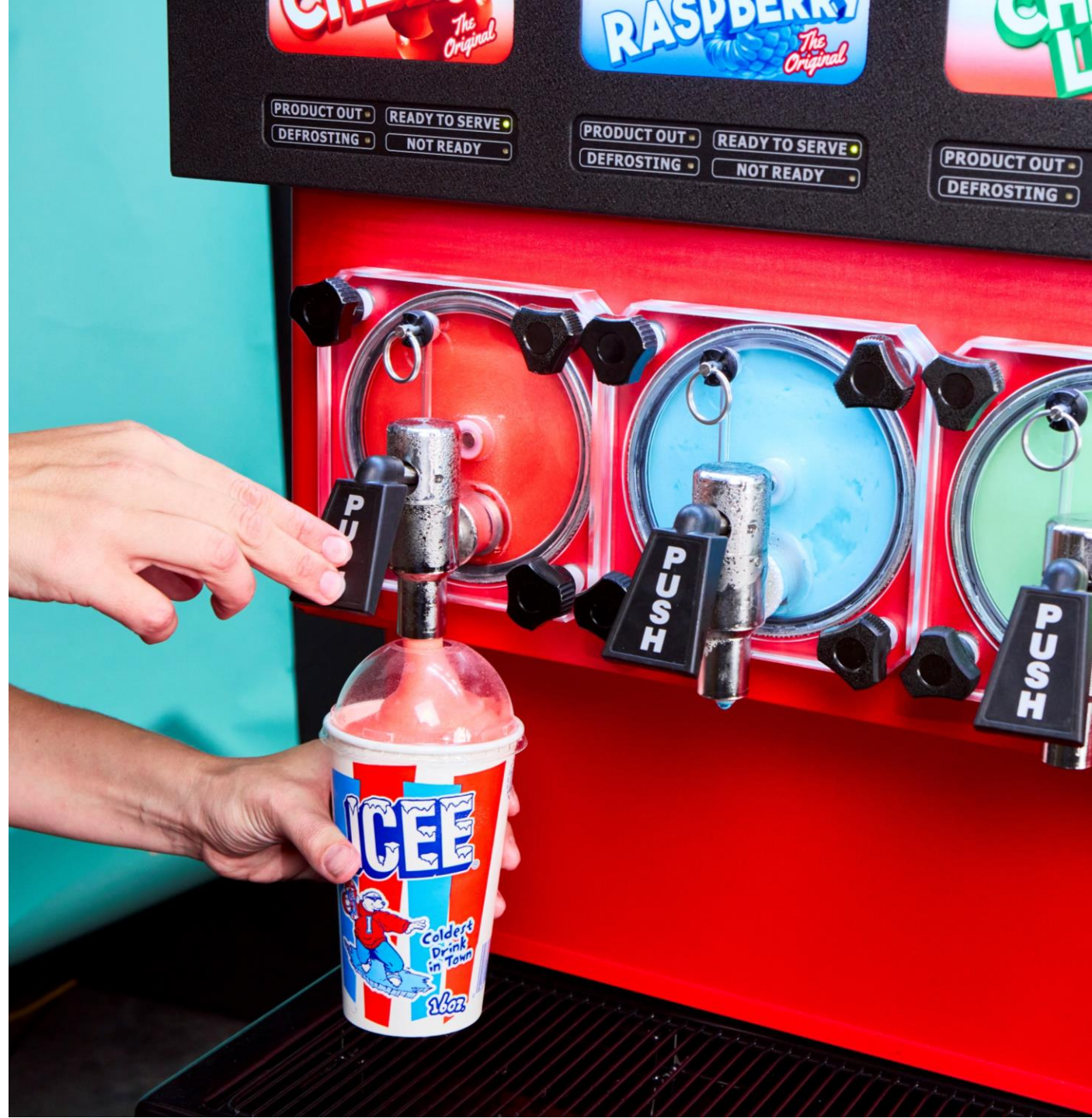


Responsibly Serving Fun

2024 Sustainability Report

Contents

A Message From the CEO	3
Our Business	4
Our Journey	5
Manufacturing Footprint	6
Protect The Planet	7
People First	8
Health and Safety	9
Governance	10



A Message From the CEO

It is an exciting time at J&J Snack Foods.

As we evolve and expand as a company, we know that our business has an impact on the environment, the communities that we serve, and our employees.

As a leader in the food industry, we believe in a thoughtful approach to how we operate, monitoring and measuring our impact upon key stakeholders, committing ourselves to a clear and specific journey for progress over the coming years.

We remain highly committed to leading where it matters and are dedicated to serving up fun in the most sustainable and authentic way we can.

I encourage you to learn more about our journey and the important initiatives that JJSF has taken to drive growth, prosperity, and sustainability.

Sincerely,



Dan Fachner
Chairman, President, CEO



About This Report

We are pleased to present our Sustainability Report. This report reflects JJSF's ongoing commitment to transparent business operations and shares our company-wide efforts to establish and implement sustainable practices.

With a phased plan approach, we anticipate continued progress along our journey to building a better workplace and community.



Our Business



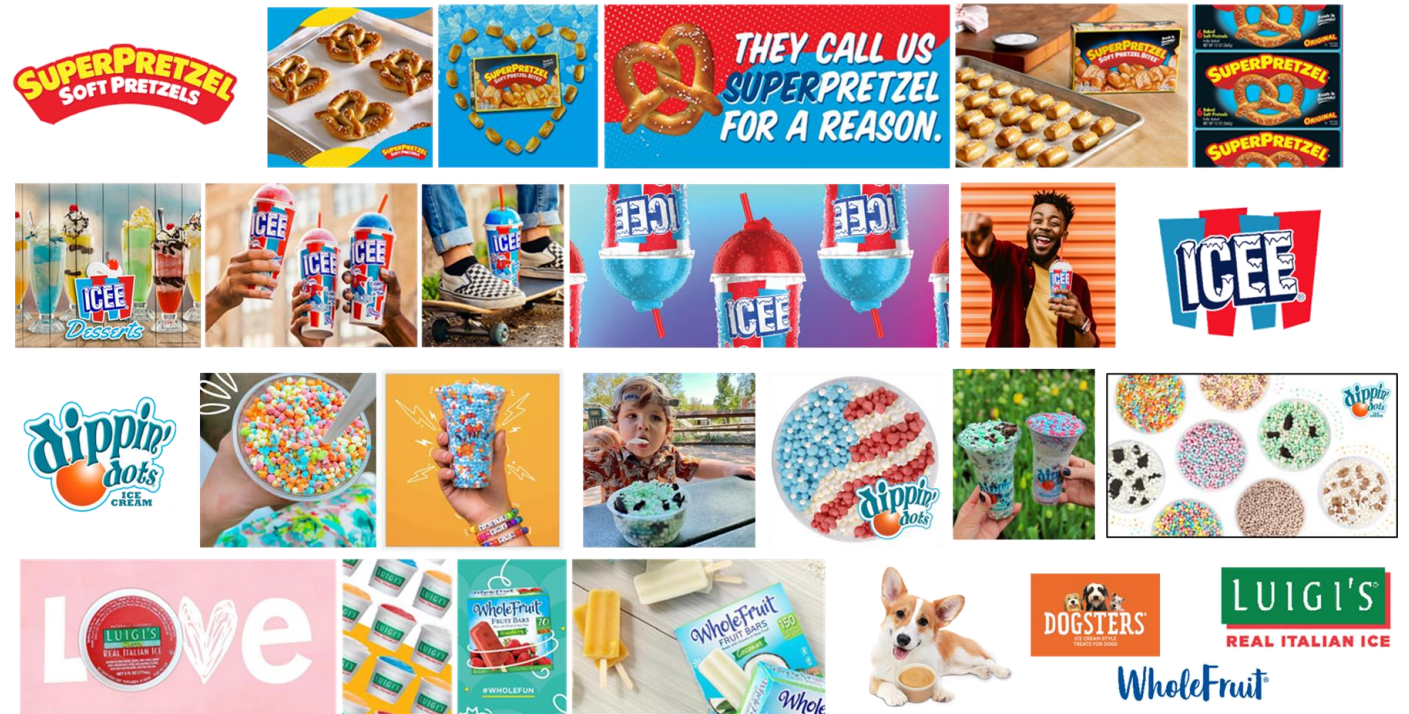
We are a leader and innovator in the snack food industry, providing affordable branded snack foods and beverages to foodservice and retail outlets across the U.S.

BAKERY

RETAIL

FROZEN BEVERAGES

FOODSERVICE



Our Journey

FISCAL YEAR
2022/2023

PHASE 1



FISCAL YEAR
2023/2024

PHASE 2



FISCAL YEAR
2025/2026

PHASE 3



Form Sustainability Advisory Committee



Develop a comprehensive sustainability program



Establish baselines through ongoing data collection



Partner with external sustainability consultants



Align sustainability goals & metrics



Assign accountability & measurement progress

Manufacturing Footprint

Measuring and reducing our environmental impact

Our Commitment

We believe the success of our business is in many ways dependent on safeguarding and responsibly using natural resources and minimizing the impact of our operation on the environment. We are committed to reducing our carbon footprint across all operations and limiting the amount of waste released into local communities. We continue to refine our data collection processes and look to establish a complete baseline of our Scope 1 and Scope 2 Greenhouse Gas (GHG) Emissions for Fiscal Year (FY) 2025.

Utility & Waste Reduction Initiatives



- Installed flow regulators and Intellifaucets.
- Streamlined Clean-In-Place and Clean-Out-of-Place systems to reduce water usage.



- Converted facility fluorescent lighting to LED
- Implemented refrigerant soft starts to reduce power usage.
- Purchased energy efficient Variable Frequency Drive compressor units.



- Adopted oil reuse programs and Spill Prevention, Control, and Countermeasure programs.
- More than 50% of facilities are reducing food waste to landfills through animal feed programs.

New Lines and Capacity

- Designed and installed new manufacturing lines to improve efficiencies and allow for regional production of our foods, resulting in reduced transportation.

Supply Chain Optimization

Opened new regional distribution centers in Terrell, TX, Woolwich, NJ, and Glendale, AZ.

- Designed and constructed to be more energy efficient.
- Strategically located to optimize deliveries and reduce fuel consumption.



Manufacturing Utility Usage and GHG Emissions

Scope 1: Natural Gas		Scope 2: Electricity (Location-Based)				Water (kGallons)			
Manufacturing Usage (Therms)		GHG Emissions (tCO2e)		Manufacturing Usage (mWh)		GHG Emissions (tCO2e)			
2023 FY	2024 FY	2023 FY	2024 FY	2023 FY	2024 FY	2023 FY	2024 FY	2023 FY	2024 FY
4,214,344	4,058,179	22,385	21,562	116,261	113,243	38,517	37,600	130,669	124,538

* JJSF is establishing a calculation methodology for all Scope 1 & 2 GHG emissions. The reported 23FY & 24FY Scope 1 & 2 GHG emissions were calculated using EPA GHG protocols and represent only JJSF manufacturing operations.
 * JJSF data collection is being evaluated and refined to ensure data quality. Discoveries may lead to slight variances in future reporting for water, natural gas, electricity, and GHG emissions from our manufacturing operations.

Protect the Planet

Environmental community projects & sustainable business practices



Community

- Donated over 150,000 cases of our products annually to food banks, churches, schools, foundations, camps, and hospitals throughout the country.
- Contributed to The Center for Environmental Transformation in Camden, NJ. Additionally, our facilities donated and planted trees throughout the communities in which we operate.
- All our facilities participate annually in Earth Day activities to contribute to improving the environment. Our Mount Laurel, NJ, employees partner with the South Jersey Land and Water Trust to clean up Cooper River Park. Meanwhile, our team in Pennsauken, NJ, throws a Clean the Creek event annually to dedicate their efforts to cleaning the creek behind our facility, helping create a cleaner community. Over 50 individuals participate to collectively remove over 50 pounds of garbage from our public lands and waterways, working to make a difference in our environment.

Supply Chain

- Recently completed a project to achieve multi-site RSPO certification to advance the Company's strategic sourcing of quality, sustainable palm oil for our product portfolio.
- More than 50% of our manufacturing facilities utilize mass balance supply chain model for sustainable palm oil and are certified annually. Additionally, 100% of the JJSF owned RDCs are certified annually to this RSPO standard.



Packaging

- Committed to increasing recyclable materials into product packaging.
- Redesigned packaging to utilize 15% less plastic.
- Aligned packaging procurement from regions not at risk of deforestation.

People First

Helping our employees, customers and communities

Our Commitment

Throughout our history, we have continuously demonstrated thoughtful consideration for our teams, our customers, and the communities where we live and work.

Our goal is to maintain the highest standards of ethics, safety, quality, and collaboration within our network. We are committed to promoting a work environment and atmosphere conducive to individual and company integrity.

Training & Development



We value our employees and provide opportunities for them to continue learning. In addition to offering scholarship programs in the form of tuition reimbursement, we have implemented development programs for employees to gain new skills.

Diversity, Equity & Inclusion

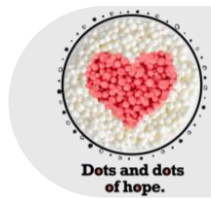


We take pride in fostering a diverse and inclusive workforce. Among our 4,700 employees, 36% are women, and 66% come from diverse backgrounds. We celebrate that 30% of both our Board of Directors and management team is comprised of women and minority leaders. Our commitment to diversity and inclusion is evident at all levels of our organization.

Social Outreach & Support



We are passionate about supporting our communities and team. We partner with pediatric hospitals and youth-focused organizations, such as St. Jude Children's Research Hospital, Loyola Ronald McDonald Society, Children's Hospital of Philadelphia, Toys for Tots, and the Give Kids the World Village in Kissimmee, Florida. We also partner with The Leukemia & Lymphoma Society and their Light The Night Campaign to find blood cancer cures through our Dots & Dots of Hope program. Our ICEE Hope program provides ICEE machines to children's healthcare facilities across the United States to provide children with patient comfort and care. It has been impactful to lighten the spirits of our patients and families. Additionally, our employees are supported and provided resources to enhance their emotional health and well-being through our J&J Cares program.



Health and Safety

Building effective Compliance Programs



Food Safety & Quality

- Maintain stringent standards to meet regulations and ensure the manufacturing of safe, quality products.
- Independently audited annually by a third party against standards set forth by the Global Food Safety Initiative (GFSI).
- Improved GFSI audit scores YOY since 2020.
- Committed to continuous improvement of our food safety and quality culture, programs and plans.
- Review and establish Food Safety & Quality objectives annually.
- Ensure our suppliers embrace the same commitment to food safety and quality through our Supplier Quality Program.

Advancing Our EHS&S Culture

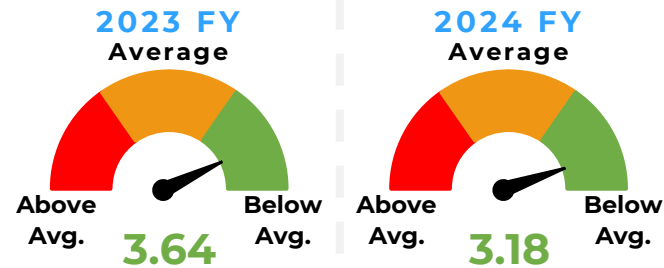
The implementation of a Safety Improvement Plan across our facilities has enhanced our Environmental, Health, Safety & Sustainability (EHS&S) culture. The Key elements of our plan include:

- Establishing an EHS&S Management System.
- Increased leadership and employee engagement.
- Integrating safety into daily operations at all levels.
- Commissioning of a near miss program utilizing risk identification and escalation.
- Injury reduction through trending and targeting actions for high-risk activities.
- Hazard identification and elimination.
- Targeted and effective safety training.
- Incident investigation / Root Cause Analysis.
- Sharing lessons learned and best practices across our facilities through bi-weekly calls.

Manufacturing Facilities Injury And Illness Rates Averages

TRIR

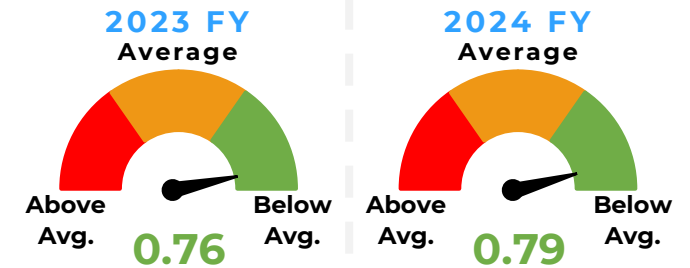
TOTAL RECORDABLE INCIDENT RATE



*BLS 2022 FOOD MANUFACTURING INDUSTRY TRIR AVG. = 4.60

LTIR

DAYS AWAY INCIDENT RATE



*BLS 2022 FOOD MANUFACTURING INDUSTRY TRIR AVG. = 2.00

Governance

Upholding ethical business practices

Our Commitment

We prioritize the issues that fundamentally impact our business and stakeholders — from keeping customer and employee data safe to optimizing our supply chain. To achieve this, we focus our efforts and resources on supporting operations, employees, and communities.

JJSF utilizes our [Corporate Governance Guidelines](#) to strengthen accountability across the company's operations to reflect our values and enable us to achieve success in a sustainable way.

Corporate Governance Guidelines

READ

Code of Business Conduct and Ethics for J&J Snack Foods Corp.

READ

Code of Ethics for Chief Executive and Senior Financial Officers

READ

Nominating and Corporate Governance Committee Charter

READ

Compensation Committee Charter

READ

Audit Committee Charter

READ

Updated Company Policies & Standards

- Focused on updating our EHS&S, Food Safety & Quality Assurance (FS&QA), and Labor & Human Rights policy statements, along with our Supplier Requirements Manual.
- Continued to build standards for our EHS&S and FS&QA Management Systems.

NEW Governance Guidelines

Environmental, Health, Safety & Sustainability Policy Statement

READ

Food Safety & Quality Policy Statement

READ

Labor & Human Rights Policy Statement

READ

Supplier Requirements Manual

READ



To learn more about how JJSF is responsibly serving fun, visit: jjsnack.com

