



MTY ANIMAL WELFARE PROGRAM



At MTY, we care about the welfare of animals. We recognize the intrinsic value of every life and are committed to ensuring animals are treated with respect and compassion throughout their lives. Good nutrition, befitting environment, optimal health, positive behavior, and good mental state are essential factors that influence an animal's ability to thrive.

Focused on high standards of animal welfare, our approach follows the globally recognized *Five Freedoms*¹ model and encompasses the more recent *Five Domains*² approach, which acknowledges the emotional experiences of animals.

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It is MTY's policy to focus on the ethical treatment and positive welfare of farmed and wild-caught animals in our supply chain.

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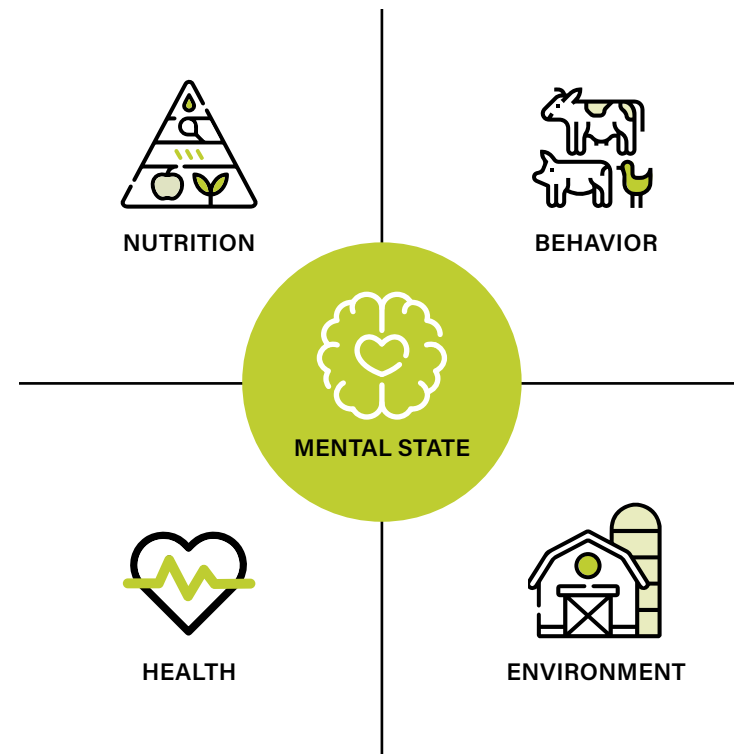
STANDARDS TO ENSURE OPTIMAL ANIMAL WELFARE

In furtherance of this policy, we are committed to investing in relationships with suppliers that have established programs in place to support ethical treatment and high welfare standards of animals throughout their life.

We require that our suppliers follow all applicable laws and regulations while also advance to implement best practices inspired by the Five Domains, that support improvement and innovation in the following areas:

- **Nutrition:** animals should have a healthy diet with *"access to sufficient, balanced, varied, and clean food and water"*², as specified in their respective species guidelines or codes of practice.
- **Environment:** housing systems should provide an environment enabling animal *"comfort through temperature, substrate, space, air, odor, noise, and predictability"*². Animal welfare councils and science-based evidence support industry experts in defining minimal standards to provide an adequate environment for each species. Accordingly, MTY is committed to collaborating with our suppliers to source our eggs from enriched colonies and cage-free housing systems by the end of 2025, where possible.
- **Health:** animals should be healthy, maintain a good fitness level, and live free of *"disease, injury, and impairment"*². This is accomplished by following veterinary recommendations, guidelines shared by animal welfare experts, and laws for the humane handling of livestock and poultry.
- **Behavior:** animals should have access to *"varied, novel, and engaging environmental challenges through sensory inputs, exploration, foraging, bonding, playing, retreating, and other means"*² to express instinctive behavior.

MTY is committed to the advancements and visibility into an animal's entire life. It is of the utmost importance that our suppliers adhere to high standards of animal health and safety. We believe animal life should elicit a *"predominantly positive mental state and benefit from pleasure, comfort, and vitality"*² and farmers should take all the necessary measures to *"reduce negative mental states such as fear, frustration, hunger, pain, or boredom"*². Through animal welfare statements, policies, and third-party audits, MTY has visibility into our suppliers' commitment to helping animals thrive. Additionally, our suppliers must comply with federal USDA, FDA, CFIA and applicable state and Provincial regulations, as outlined in their respective certificates of inspection.



[1] The Five Freedoms of Animal Welfare: Brambell FWR. (1965). Report of the Technical Committee of Enquiry into the Welfare of Livestock Kept under Intensive Conditions; HMSO: London, U.K.

[2] Mellor DJ, Beausoleil NJ, Littlewood KE, McLean AN, McGreevy PD, Jones B and Wilkins C. (2020). The 2020 Five Domains Model: Including Human-Animal Interactions in Assessments of Animal Welfare. *Animals*, 10, 1870; doi:10.3390/ani10101870

MTY ANIMAL WELFARE ADVISORY COMMITTEE

Our Animal Welfare Committee is committed to improving MTY's animal welfare practices. This cross-functional team researches and investigates topics surrounding humane animal treatment, including the responsible use of antibiotics in animal agriculture, so that MTY can implement plans and develop policies to ensure the ethical treatment and positive welfare of the animals in our supply chain. We are proud of the partnerships we have fostered with our suppliers who share in this goal, and together aim to continue to move in a progressive, scientifically meaningful, and positive direction accounting for animal products found on our menus.



GOVERNANCE

Optimal animal welfare is a key component to the MTY Environmental, Social, and Governance (ESG) framework. We are committed to ensuring our progress is communicated to our guests through our annual [MTY Sustainability Report](#). Additionally, not only is our animal welfare policy communicated to our suppliers, but animal welfare requirements are integrated into our supplier agreements themselves. Furthermore, we intentionally engage with suppliers that demonstrate compliance with federal and local laws protecting animal welfare and also adhere to the applicable animal welfare codes of practice developed by industry experts, science-based evidence, and veterinarians.

Prior to contracting with MTY, suppliers are required to provide documentation verifying that their animal welfare practices align with, or surpass, standards set in our animal welfare policy. If applicable, Suppliers must provide their third-party animal welfare audit results and corrective action documentation of deficiencies. Willful acts of abuse, cruelty or neglect to animals are unacceptable and are not tolerated. If a supplier fails to provide requested audit documentation, MTY may temporarily suspend the supplier, replace the supplier, or terminate the supplier.

Environmental conservation practices are often interconnected with animal welfare initiatives. We recognize there is a balance between animal welfare and environmental impacts, labor practices, health and safety regulations and strive to capture the right balance. Our responsible sourcing approach is outlined in our [Sustainability Report](#) and is reinforced by our Supplier Code of Conduct.