



Animal Welfare at Jack in the Box

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At Jack in the Box, the humane treatment of animals used in our products is of utmost importance. Although we don't raise or process animals, we require, at a minimum, that our suppliers follow industry guidelines and government regulations concerning animal welfare. We fully support our suppliers' commitment to work with experts in addressing animal-welfare issues, and we encourage their continuous leadership in this arena. Our goal is to work exclusively with suppliers who, along with their producers and vendors, demonstrate strict adherence to the protocols that have been created by the following industry groups and associations with input from animal-welfare experts:

Beef and pork suppliers

The Meat Institute
National Pork Board
National Cattlemen's Beef Association
PAACO

Poultry

United Egg Producers
National Chicken Council
U.S. Poultry & Egg Association

Dairy cattle

International Dairy Foods Association
National Milk Producers Federation
PAACO

Seafood

National Oceanic and Atmospheric
Administration
Global Aquaculture Alliance
Alaska Seafood Marketing Institute

Meeting Our High Standards

With respect to animal welfare, our suppliers must comply with the following requirements:

- They must actively maintain animal-welfare programs in facilities involved in the direct handling, transportation, or production of animals. These programs must be based on recognized best practices specific to the applicable industry, such as cattle, pigs and poultry.
- Our suppliers are expected to source product only from facilities that annually pass third-party audits based on applicable industry standards for manufacturing practices, including food safety and animal welfare.
- All suppliers are audited against specific criteria set forth for each industry in accordance with the recommendations of the relevant industry groups listed above.
- Facilities involved in animal and bird handling must verify compliance with their animal-welfare programs via regularly scheduled self-audits. Deficiencies must be addressed immediately.
- Supplier employees involved in animal and bird handling must receive animal-welfare training upon hire, and they must receive on-going training at least annually. We encourage suppliers to recognize and reward employee compliance with respectful handling practices.
- Trained on-site auditors perform audits of our poultry and egg suppliers, as do veterinarians, third-party PAACO-certified auditors, UEP-approved auditors Validus (also PAACO-certified) and the U.S. Department of Agriculture.
- We will not source raw materials from facilities with documented and unremediated records reflecting willful acts of violence, cruelty, or neglect of animals or birds.

In addition, all suppliers of animal products to Jack in the Box must certify their compliance with our manufacturing standards. In the event of non-compliance, we believe that continuous improvement rather than termination strengthens our suppliers' ongoing animal-welfare practices. At our discretion we will work with suppliers to improve their performance on our animal-welfare criteria. But we will take action, including termination of business, for chronic non-compliance or egregious violations.

Continuous Improvement

To help ensure that we remain apprised of issues pertaining to animal welfare, including advancements in research and production technology, we review current scientific literature and trade publications, attend industry conferences, and regularly consult with our suppliers and government and industry experts. We work closely with leading experts in the area of animal welfare, and we tour production facilities to gain a better understanding of prevailing issues.

Hot Topics in Animal Welfare

The discussion that follows presents our current thinking about a number of issues that have generated considerable attention in the animal-welfare community.

Egg-laying Hens

During the past several years, there has been an ongoing debate surrounding the housing environments of egg-laying hens in commercial egg production. Currently, caged layer housing systems utilizing traditional cages account for the majority of all eggs produced in the U.S. However, the industry has seen a rapid growth in cage-free systems, which account for nearly 18 percent of U.S. production, up from 4 percent in 2010.

In response to evolving research on cage-free housing environments, and to consumers' changing expectations and preferences, we have informed our egg suppliers of our expectation that they fully transition our egg supply to cage-free eggs by 2025. Currently, approximately 87 to 89 percent of our egg-supply is cage-free. Due to the outbreaks of Avian Influenza in egg-laying hens in the United States during 2025, we have extended our timeline to achieving our 100 percent goal to the end of 2026.

Broiler Chickens

Antibiotics

We have engaged with our suppliers, NGOs and ESG advocates to help us better understand public health issues associated with the poultry industry's use of antibiotics important to human health. As a result, Jack in the Box does not purchase poultry that has received antibiotics important to human health for purposes of growth promotion or feed efficiency. Also, our poultry suppliers have eliminated the use of these medically important antibiotics in poultry for disease prevention and may use them only if prescribed by a veterinarian to treat sick animals or to protect the flock from a disease outbreak.

We encourage continued research into the development of safe and ethical alternatives for the treatment of sick and injured animals, and we look forward to a time when antibiotics important to human medicine can be phased out of the food-supply chain.

Welfare

We are committed to ensuring that all broiler chickens raised for our menu are treated with care and respect throughout their lives.

We require that all chickens supplied to our restaurants are stunned prior to slaughter using methods that render them insensible to pain, in accordance with widely accepted animal welfare guidelines. Pre-slaughter stunning is a critical component of humane handling and is a standard we uphold without exception.

In addition, we are committed to adopting industry-recognized animal welfare practices across our supply chain, including those developed and supported by veterinary experts, animal welfare organizations, and leading food industry stakeholders. We will continue to monitor evolving best practices in broiler chicken welfare and work collaboratively with our suppliers to meet or exceed these standards.

Housing – Sows

Gestation stalls, sow stalls, or crates are commonly used to house pregnant sows during the approximately 4-month gestation timeframe. In contrast to group housing that includes drifts of as many as 10 to 100-plus sows (depending on feeding systems), gestation stalls are small pens that house each sow individually.

We are committed to moving towards the use of open pen gestation where sows are not confined in crates once pregnancy is confirmed. We, in conjunction with the capabilities of our suppliers, aim to meet the following goals in this area:

- By the end of 2024, 25% of supply sourced from open pen gestation environments;
- By the end of 2025, 50% of supply sourced from open pen gestation environments;
- By the end of 2026, all, or substantially all, of supply sourced from open pen gestation environments.

As of the end of 2024, we have reached our initial goal of 25% of supply sourced from open pen gestation environments. We will plan to provide updates as we make progress towards the goals set forth above.

Dairy Cattle

We're committed to working with suppliers who employ safe and humane practices while working with dairy cattle, including practices to minimize safety risks that horns pose both to cows and to the people who work with them. When it comes to horn elimination, or disbudding, we agree with animal-welfare experts that the procedure must be performed properly, and that analgesics and/or anesthetics should be used to minimize animal discomfort. In addition to disbudding, over the past decade the dairy industry has increased its use of "polled," or naturally hornless, dairy cows. We're enthusiastic about the potential benefits of polled genetics but caution that any significant change in herd genetics must be pursued deliberately and judiciously to avoid possible unintended consequences.

Our Commitment

We remain committed to working closely with animal-welfare experts and our suppliers on the important issue of animal welfare. We must continue to examine the research, to learn from the science, and to challenge our suppliers to identify programs and practices they can implement that maximize to the greatest extent possible the humane treatment of animals used in the production of food sold in Jack in the Box restaurants.

With animal welfare, as with all other issues that impact our company, we are mindful of our need to balance the interests of all of our stakeholders in reaching what we believe are the most ethical and responsible decisions. This isn't always easy. But our decisions are made in good faith based upon our assessment of what is in the best interests of our guests, our employees, our shareholders, our franchisees and our other valued constituents.