

The Wendy's Company Public Affairs

The Wendy's Company has a public affairs team tasked with protecting and promoting the Wendy's brand related to public policy and corporate responsibility matters.

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What is "Public Affairs"?

Public Affairs is a multidisciplinary function in which an organization is involved in government relations, political engagement, issue management, stakeholder engagement and community engagement. Those engaged in public affairs collaborate on international, federal, state and local policy, build and maintain relationships with legislators and engage with various key stakeholders.

Public Affairs at Wendy's

The Wendy's public affairs team is charged with managing the brand's relationship with:

- Lawmakers at all levels of government
- Regulators
- Trade associations
- The quick-service restaurant ("QSR") industry
- Business partners and other entities and community organizations

The public affairs team at Wendy's primarily focuses on the United States and Canada given the brand's predominantly North American footprint. This includes involvement as needed in federal, state/provincial and local issues and proposals which could impact the Wendy's brand. Decisions are made every day at the federal, state/provincial and local levels that may have a significant impact on the Wendy's system, including our franchisees and employees, so we consider it our duty and responsibility to make our views clear to those who make laws, regulations and policies. The public affairs team often collaborates with others in the QSR industry through trade associations or coalitions and via grassroots involvement to make sure our voice is heard in a unified way.

We leverage in-house team members and third-party partners as well as memberships to monitor, advocate on and communicate to our stakeholders on issues that could be material to the brand. The public affairs team strives to educate and involve the Wendy's community in grassroots efforts affecting the restaurant economic model and the QSR industry.

The Company's political and advocacy strategy and activities are managed by our Chief Corporate Affairs & Sustainability Officer, who regularly coordinates and reviews with the Company's senior management and Board of Directors the legislative and regulatory priorities that are significant to our business and stockholders.

The Company generally does not make direct contributions to political parties, candidates for public office or political organizations. However, because public policy issues have the potential to impact our business, our employees, our franchisees and the communities in which we operate, we believe that in certain cases it may be appropriate and in the best interests of the Company and our stockholders to contribute to organizations and business coalitions that may engage in political activity in support of certain public policy positions.

If we are engaging on a public policy matter that affects only the Company, we would not engage franchisees; if we are engaging on a matter that impacts franchisees or the franchise business model, we may encourage franchisees to get

involved, either by contributing funds to an advocacy effort, engaging with policy makers or contributing testimony to policy deliberation proceedings. Wendy's franchisees are independent third parties that own, operate and are responsible for overseeing the operations of their restaurants. The Company does not control the political or lobbying activities of its franchisees, who are free to make their own personal political decisions, independent of the Company.

Wendy's Political Action Committee (PAC)

The Wendy's PAC is a nonpartisan, federal multi-candidate committee created in 2001 to support candidates who work to protect and promote issues of importance to the Wendy's brand and the restaurant and franchising industries in the United States. The Wendy's PAC is a traditional PAC, which only accepts personal contributions and generally limits its contributions to federal House and Senate candidates. We do not operate a Super PAC, which have unlimited raising and spending limits but cannot give directly to candidates running for Congress.

The Wendy's PAC is funded solely through voluntary contributions made by eligible employees of the Company, Wendy's franchisees and eligible employees of Wendy's franchise organizations. No Company funds are donated to the Wendy's PAC, and the Company does not control the decision-making process for contributions made with Wendy's PAC funds. The Wendy's PAC is governed by an advisory board (the "PAC Board") made up of Company employees and franchisees representing different regions of the United States. The PAC Board encourages eligible employees, franchisees and franchise employees to contribute to the Wendy's PAC. You can go to the Federal Election Commission's (the "FEC") [website](#) to see all contributions to, and from, the Wendy's PAC. From a governance perspective, Wendy's PAC expenditures and policy priorities are reviewed annually with the Audit Committee of our Board of Directors as part of the Board's oversight role.

Contributions to the Wendy's PAC are not deductible as charitable contributions for federal income tax purposes. Contributions to the Wendy's PAC must be personal in nature and Wendy's will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute. Wendy's PAC contributors must be (1) a U.S. Citizen or (2) lawfully admitted to the United States for permanent residence and living in the U.S. to contribute.

PACs are highly regulated and have strict rules about how much and from whom they can solicit contributions as well as how much and which candidates, committees and other PACs they can support. All PACs are required to register with the FEC and all contributions over \$200 are a matter of public record. Contributions made from the Wendy's PAC must be approved by the PAC Board based on defined contribution criteria.

Current Year PAC Contributions and Donors

- To view 2023-2024 election cycle U.S. contributions made to the Wendy's PAC, [click here](#).
- To view 2023-2024 election cycle U.S. contributions made from the Wendy's PAC, [click here](#).
- To view the Wendy's PAC reports from prior reporting periods, [click here](#).

Wendy's Federal Lobbying Activities

The Company may from time-to-time engage on public policy matters at the federal level that could have an impact on our business. There are specific rules and reporting requirements that apply to federal lobbying activities. Wendy's does not employ full-time (in-house or third-party) lobbyists, although certain employees and representatives may participate in direct lobbying activities from time-to-time as appropriate. The Company has not engaged in federal lobbying activity in recent years that meets the applicable reporting thresholds. To the extent we were to engage in reportable lobbying activity at the federal level in the future, our spending on those activities would be available by searching websites maintained by the U.S. House of Representatives (<http://lobbyingdisclosure.house.gov>) and the United States Senate (<https://lda.senate.gov/system/public/>).

Wendy's State & Local Lobbying Activities

The Company may from time-to-time contribute funds or otherwise engage for the purpose of supporting or opposing state and local ballot initiatives that could have an impact on our business. In 2023 and year to date in 2024, the Company did not use corporate dollars to support or oppose any state or local ballot initiatives. To the extent we were to engage in reportable state and local lobbying activities or political spending, our spending on those activities would be reported in accordance with relevant state and local laws.

Memberships

The Company works with trade associations, coalitions and ad hoc committees on legislative, administrative or regulatory issues that could affect the Wendy's brand in the United States, Canada, and the United Kingdom. We maintain these memberships as they provide a forum to network and benchmark with those operating in our industry on policy issues that could impact our long-term priorities. Trade associations are independent organizations with many members that likely have divergent views and interests and may take positions and address public policy issues in a collective industry manner. Our membership in trade associations does not necessarily represent our agreement with all the positions, views or objectives of those associations or of their other members.

Federal law restricts membership dues for these organizations to be used for political contributions, independent expenditures, electioneering communications or ballot initiatives. Also, no part of the dues may be deposited into any account used by any association required to report its contributions and expenditures under [Section 527 of the Internal Revenue Code](#). The following is a list of organizations in which the Company is currently an annual dues-paying member of \$25,000 or more:

- International Franchise Association
- National Restaurant Association
- Ohio Business Roundtable
- Restaurants Canada

Additionally, below the \$25,000 level, we also belong to several other civic and business organizations in the communities in which we operate, such as:

- Canadian Franchise Association
- Columbus (Ohio) Chamber of Commerce
- Dublin (Ohio) Chamber of Commerce
- Merchant Advisory Group
- Ohio Chamber of Commerce
- Restaurant Loss Prevention and Security Association
- Sustainable Restaurant Association (UK)