

Dunkin' Brands 2015-2016 CSR Report GRI Index
Reporting Period: January 1, 2015 - December 31, 2016

General Disclosures

| Disclosure Number | Disclosure Title | Response | Reason for Omission | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|--|--|--------|--|--|--|--|------|--|------|--|------|--------|------|--------|-----------|-----|-----|-----|-----|-----------|---|----|---|---|----------------------|-----|-----|-----|-----|------------------|-----|-----|-----|-----|--------------|--|--|--|--|--|
| 102-1 | Name of the organization | Dunkin' Brands, Inc. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-2 | Activities, brands, products, and services | About Dunkin' Brands, p. 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-3 | Location of headquarters | Canton, Mass. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-4 | Location of operations | About Dunkin' Brands, p. 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-5 | Ownership and legal form | About Dunkin' Brands, p. 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-6 | Markets served | About Dunkin' Brands, p. 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-7 | Scale of the organization | About Dunkin' Brands, p. 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-8 | Information on employees and other workers | <p>Our People, p. 38</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="5">Total Workforce by Employment Type & Contract (broken down by gender)</th> </tr> <tr> <th rowspan="2"></th> <th colspan="2">2015</th> <th colspan="2">2016</th> </tr> <tr> <th>MALE</th> <th>FEMALE</th> <th>MALE</th> <th>FEMALE</th> </tr> </thead> <tbody> <tr> <td>Full-time</td> <td>590</td> <td>586</td> <td>572</td> <td>588</td> </tr> <tr> <td>Part-time</td> <td>2</td> <td>10</td> <td>2</td> <td>9</td> </tr> <tr> <td>Permanent Contract**</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>Other Contract**</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>TOTAL</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p><small>**Dunkin' Brands does not manage contractors and therefore does not have visibility into demographic information.</small></p> | Total Workforce by Employment Type & Contract (broken down by gender) | | | | | | 2015 | | 2016 | | MALE | FEMALE | MALE | FEMALE | Full-time | 590 | 586 | 572 | 588 | Part-time | 2 | 10 | 2 | 9 | Permanent Contract** | N/A | N/A | N/A | N/A | Other Contract** | N/A | N/A | N/A | N/A | TOTAL | | | | | |
| Total Workforce by Employment Type & Contract (broken down by gender) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 2015 | | 2016 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | MALE | FEMALE | MALE | FEMALE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Full-time | 590 | 586 | 572 | 588 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Part-time | 2 | 10 | 2 | 9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Permanent Contract** | N/A | N/A | N/A | N/A | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Other Contract** | N/A | N/A | N/A | N/A | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-9 | Supply chain | <p>Dunkin' Donuts U.S. franchisees purchase all of the supplies for their restaurants – including product, equipment, and packaging and other dry goods – from the National DCP, LLC (NDCP), a nonprofit, franchisee-owned and -operated cooperative with distribution centers across the country. The NDCP is the exclusive procurement and distribution entity for support of the Dunkin' Donuts brand and sources from suppliers approved by Dunkin' Brands. International Dunkin' Donuts franchisees are responsible for sourcing their own supplies, subject to compliance with Dunkin' Brands' standards. In certain countries, our international franchisees purchase everything locally while others may purchase supplies from the NDCP. Where supplies are sourced locally, franchisees are required to adhere to Dunkin's Brands supplier approval guidelines. In addition, we assist our international franchisees in identifying regional and global suppliers, and help leverage purchasing volume for pricing advantages and product continuity. The majority of our international Baskin-Robbins licensee partners are supplied by an approved contract manufacturer in the U.S. Certain international licensee partners rely on Dunkin' Brands-approved contract manufacturers in Ireland and Canada. Baskin-Robbins restaurants in India and Russia are supplied by master franchisee-owned facilities in those respective countries, while the restaurants in Japan and South Korea are supplied by joint venture-owned facilities located within each country.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-10 | Significant changes to the organization and its supply chain | Since our 2014 report, Dunkin' Brands has sold all company-owned restaurants. Dunkin' Brands is 100% franchised, with no company-owned restaurants as of 2016. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-11 | Precautionary Principle or approach | Biannual | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-12 | External initiatives | Dunkin' Brands' Code of Conduct sets out minimum standards we require our suppliers that source through the National DCP, LLC (NDCP), a non-profit, franchisee-owned and operated cooperative, to comply with. These standards are based on core International Labour Organisation (ILO) conventions, the internationally recognised Ethical Trading Initiative (ETI) base code, and the UN Guiding Principles on Business and Human Rights. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-13 | Membership of associations | <ul style="list-style-type: none"> • California Restaurant Association • Coffee Quality Institute • International Council of Shopping Centers • International Franchise Association • Massachusetts Restaurant Association • National Coffee Association • National Restaurant Association • National Retail Federation/National Council of Chain Restaurants • New Jersey Retail Merchants Association • Specialty Coffee Association of America • Illinois Retail Merchants Association • Florida Restaurant and Lodging Association | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| 102-14 | Statement from senior decision-maker | CEO Letter, p. 2 | |
|--------------------------------------|---|--|---------------------|
| 102-15 | Key impacts, risks, and opportunities | CEO Letter, p. 2 Materiality, p. 6 | |
| 102-43 | Approach to stakeholder engagement | Materiality, p.7 Stakeholder Engagement, p. 14 | |
| 102-44 | Key topics and concerns raised | Materiality, p.7 Stakeholder Engagement, p. 14 | |
| 102-45 | Entities included in the consolidated financial statements | Dunkin' Brands 10K: http://investor.dunkinbrands.com/secfiling.cfm?filingID=1357204-17-6&CIK=1357204 | |
| 102-46 | Defining report content and topic Boundaries | Materiality, p.6 | |
| 102-47 | Material topics | Materiality, p.6 | |
| 103-1 | Explanation of the material topic and its Boundary | Materiality, p.6 | |
| 102-48 | Restatements of information | We have made no material restatements of information provided in previous reports. | |
| 102-49 | Changes in reporting | As of 2016, Dunkin' Brands is 100% franchised with no company-owned stores. | |
| 102-40 | List of stakeholder groups | Materiality, p. 6 Stakeholder Engagement, p. 14 | |
| 102-41 | Collective bargaining agreements | Dunkin' Brands does not have any employees covered by collective bargaining agreements. | |
| 102-42 | Identifying and selecting stakeholders | Materiality, p. 6 | |
| 102-43 | Approach to stakeholder engagement | Materiality, p. 6 Stakeholder Engagement, p. 14 | |
| 102-44 | Key topics and concerns raised | Materiality, p. 6 | |
| 102-50 | Reporting period | January 1, 2015 - December 31, 2016 | |
| 102-51 | Date of most recent report | 2014 | |
| 102-52 | Reporting cycle | Biannual | |
| 102-53 | Contact point for questions regarding the report | CSR@dunkinbrands.com | |
| 102-54 | Claims of reporting in accordance with the GRI Standards | About This Report, p. 49 | |
| 102-55 | GRI content index | The Report is organized and presented in accordance with the GRI Standards published in 2016, established by the Global Reporting Initiative (GRI). This Report has been prepared in accordance with the GRI Standards: Core option. | |
| 102-56 | External assurance | Dunkin' Brands does not currently have a policy in place for seeking external assurance for the report. | |
| 102-18 | Governance structure | Governance and Ethics, p. 47 | |
| 102-16 | Values, principles, standards, and norms of behavior | Governance and Ethics, p. 47 | |
| GRI 201: Economic Performance | | | |
| Disclosure Number | Disclosure Title | Response | Reason for Omission |
| 103-1 | Explanation of the material topic and its Boundary | About Dunkin' Brands, p. 4 Our Neighborhoods, p. 44 Dunkin' Brands 10K: http://investor.dunkinbrands.com/secfiling.cfm?filingID=1357204-17-6&CIK=1357204 | |
| 103-2 | The management approach and its components | About Dunkin' Brands, p. 4 Our Neighborhoods, p. 44 Dunkin' Brands 10K: http://investor.dunkinbrands.com/secfiling.cfm?filingID=1357204-17-6&CIK=1357204 | |
| 103-3 | Evaluation of the management approach | Dunkin' Brands engages with internal and external stakeholders about company strategy, current practices and future goals. Our risk assessment, supply chain and corporate social responsibility teams also monitor for landscape changes and emerging risks on a continuous basis. Results are reported to the Dunkin' Brands leadership team and, when relevant, the Audit Committee of the Board of Directors on a quarterly basis or as needed. Based on these discussions and assessments, we adapt our strategy and approach to material topics as needed. | |
| 201-1 | Direct economic value generated and distributed | About Dunkin' Brands, p. 4 Our Neighborhoods, p. 44 Dunkin' Brands 10K: http://investor.dunkinbrands.com/secfiling.cfm?filingID=1357204-17-6&CIK=1357204 | |
| 201-3 | Defined benefit plan obligations and other retirement plans | Dunkin' Brands Annual report, p. 86: http://files.shareholder.com/downloads/ABEA-68SCR9/5012961335x0x934850/40E9878A-FEB4-44A9-A565-996CFE165B6/DB_2016_Annual_Report_Final_.pdf | |

| GRI 301: Materials | | | |
|--------------------|--|--|---|
| Disclosure Number | Disclosure Title | Response | Reason for Omission |
| 103-1 | Explanation of the material topic and its Boundary | Our Planet: Sustainable Packaging, p. 21 Our Planet: Responsible Sourcing p. 32 | |
| 103-2 | The management approach and its components | Our Planet: Sustainable Packaging, p. 21 Our Planet: Responsible Sourcing p. 32 | |
| 103-3 | Evaluation of the management approach | Dunkin' Brands engages with internal and external stakeholders about company strategy, current practices and future goals. Our risk assessment, supply chain and corporate social responsibility teams also monitor for landscape changes and emerging risks on a continuous basis. Results are reported to the Dunkin' Brands leadership team and, when relevant, the Audit Committee of the Board of Directors on a quarterly basis or as needed. Based on these discussions and assessments, we adapt our strategy and approach to material topics as needed. | |
| 301-1 | Materials used by weight or volume | A list of materials and ingredients most sourced for Dunkin' Donuts and Baskin-Robbins can be found on p. 32. | Note: Dunkin' Brands no longer releases ingredients and packaging information for Dunkin' Donuts and Baskin-Robbins in millions of tons. This information is now proprietary. |
| 301-2 | Recycled input materials used | Our Planet: Sustainable Packaging, p. 21 | |
| GRI 302: Energy | | | |
| Disclosure Number | Disclosure Title | Response | Reason for Omission |
| 103-1 | Explanation of the material topic and its Boundary | About Dunkin' Brands, p. 6 Our Planet: Energy and Climate, p. 24-40 | |
| 103-2 | The management approach and its components | Our Planet: Energy and Climate, p. 24-40 | |
| 103-3 | Evaluation of the management approach | Dunkin' Brands engages with internal and external stakeholders about company strategy, current practices and future goals. Our risk assessment, supply chain and corporate social responsibility teams also monitor for landscape changes and emerging risks on a continuous basis. Results are reported to the Dunkin' Brands leadership team and, when relevant, the Audit Committee of the Board of Directors on a quarterly basis or as needed. Based on these discussions and assessments, we adapt our strategy and approach to material topics as needed. | |
| 302-1 | Energy consumption within the organization | Our Planet: Energy and Climate, p. 24 | |
| GRI 303: Water | | | |
| Disclosure Number | Disclosure Title | Response | Reason for Omission |
| 103-1 | Explanation of the material topic and its Boundary | About Dunkin' Brands, p. 6 Our Planet p. 22-23, p. 29 | |
| 103-2 | The management approach and its components | p. 22-23, p. 29 | |
| 103-3 | Evaluation of the management approach | Dunkin' Brands engages with internal and external stakeholders about company strategy, current practices and future goals. Our risk assessment, supply chain and corporate social responsibility teams also monitor for landscape changes and emerging risks on a continuous basis. Results are reported to the Dunkin' Brands leadership team and, when relevant, the Audit Committee of the Board of Directors on a quarterly basis or as needed. Based on these discussions and assessments, we adapt our strategy and approach to material topics as needed. | |
| 303-1 | Water withdrawal by source | As all of our restaurants are franchised, Dunkin' Brands does not capture water sourced from municipal water supplies or other public or private water utilities. We have set a goal to capture water use at our corporate facilities and design water reduction strategies to implement by the end of 2020. | |
| GRI 305: Emissions | | | |
| Disclosure Number | Disclosure Title | Response | Reason for Omission |
| 103-1 | Explanation of the material topic and its Boundary | About Dunkin' Brands, p. 6 Our Planet: Energy and Climate, p. 24-40 | |
| 103-2 | The management approach and its components | Our Planet: Energy and Climate, p. 24-40 | |
| 103-3 | Evaluation of the management approach | Dunkin' Brands engages with internal and external stakeholders about company strategy, current practices and future goals. Our risk assessment, supply chain and corporate social responsibility teams also monitor for landscape changes and emerging risks on a continuous basis. Results are reported to the Dunkin' Brands leadership team and, when relevant, the Audit Committee of the Board of Directors on a quarterly basis or as needed. Based on these discussions and assessments, we adapt our strategy and approach to material topics as needed. | |
| 305-1 | Direct (Scope 1) GHG emissions | Our Planet: Energy and Climate, p. 25 | |
| 305-2 | Energy indirect (Scope 2) GHG emissions | Our Planet: Energy and Climate, p. 25 | |

| GRI 401: Employment | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|---|---|----------|-----------|---------|--|--|--|--|------|--|--|--|--|--|--|----------|--------|------------|----------|-----------|---------|-------------|------|------|------|------|------|------|--------------------|------|------|------|------|------|------|---------|------|------|------|-----|------|------|----------|------|------|-----|-----|------|------|---------|------|------|-----|-----|------|------|-----------------|------|------|-----|-----|------|------|--------------------|------|------|------|-----|------|------|-------------------------------|------|------|------|------|------|------|--|------|--|--|--|--|--|-------------|------|------|------|------|------|------|--------------------|------|------|------|------|------|------|---------|------|------|------|-----|------|------|----------|------|------|-----|-----|------|------|---------|------|------|-----|-----|------|------|-----------------|------|------|-----|-----|------|------|--------------------|------|------|------|-----|------|------|-------------------------------|-----|-----|-----|-----|-----|-----|--|
| Disclosure Number | Disclosure Title | Response | Reason for Omission | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 103-1 | Explanation of the material topic and its Boundary | About Dunkin' Brands, p. 6 Our People, p. 40-41 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 103-2 | The management approach and its components | Our People, p. 40-41 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 103-3 | Evaluation of the management approach | Dunkin' Brands engages with internal and external stakeholders about company strategy, current practices and future goals. Our risk assessment, supply chain and corporate social responsibility teams also monitor for landscape changes and emerging risks on a continuous basis. Results are reported to the Dunkin' Brands leadership team and, when relevant, the Audit Committee of the Board of Directors on a quarterly basis or as needed. Based on these discussions and assessments, we adapt our strategy and approach to material topics as needed. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GRI 401 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | Our People, p. 40-41 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GRI 401 | Parental leave | Our People, p. 40-41 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GRI 404: Training and Education | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Disclosure Number | Disclosure Title | Response | Reason for Omission | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 103-1 | Explanation of the material topic and its Boundary | About Dunkin' Brands, p. 6 Our People, p. 42 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 103-2 | The management approach and its components | Our People, p. 42 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 103-3 | Evaluation of the management approach | Dunkin' Brands engages with internal and external stakeholders about company strategy, current practices and future goals. Our risk assessment, supply chain and corporate social responsibility teams also monitor for landscape changes and emerging risks on a continuous basis. Results are reported to the Dunkin' Brands leadership team and, when relevant, the Audit Committee of the Board of Directors on a quarterly basis or as needed. Based on these discussions and assessments, we adapt our strategy and approach to material topics as needed. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Our People, p. 42 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | Our People, p. 42 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GRI 405: Diversity and Equal Opportunity | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Disclosure Number | Disclosure Title | Response | Reason for Omission | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 103-1 | Explanation of the material topic and its Boundary | About Dunkin' Brands, p. 6 Our People, p. 38-39 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 103-2 | The management approach and its components | Our People, p. 38-39 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 103-3 | Evaluation of the management approach | Dunkin' Brands engages with internal and external stakeholders about company strategy, current practices and future goals. Our risk assessment, supply chain and corporate social responsibility teams also monitor for landscape changes and emerging risks on a continuous basis. Results are reported to the Dunkin' Brands leadership team and, when relevant, the Audit Committee of the Board of Directors on a quarterly basis or as needed. Based on these discussions and assessments, we adapt our strategy and approach to material topics as needed. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 405-1 | Diversity of governance bodies and employees | <table border="1"> <thead> <tr> <th colspan="7">Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity**</th> </tr> <tr> <th></th> <th colspan="6">2025</th> </tr> <tr> <th></th> <th>FEMALE %</th> <th>MALE %</th> <th>MINORITY %</th> <th>UNDER 30</th> <th>AGE 30-50</th> <th>OVER 50</th> </tr> </thead> <tbody> <tr> <td>Coordinator</td> <td>83.1</td> <td>16.9</td> <td>10.8</td> <td>47.7</td> <td>23.1</td> <td>29.2</td> </tr> <tr> <td>Specialist/Analyst</td> <td>72.9</td> <td>27.1</td> <td>12.1</td> <td>21.5</td> <td>54.6</td> <td>23.9</td> </tr> <tr> <td>Manager</td> <td>43.6</td> <td>56.4</td> <td>12.4</td> <td>2.5</td> <td>64.2</td> <td>33.4</td> </tr> <tr> <td>Director</td> <td>33.0</td> <td>67.0</td> <td>7.5</td> <td>0.0</td> <td>71.4</td> <td>28.6</td> </tr> <tr> <td>Officer</td> <td>18.4</td> <td>81.6</td> <td>2.9</td> <td>0.0</td> <td>63.2</td> <td>36.8</td> </tr> <tr> <td>Leadership Team</td> <td>10.0</td> <td>90.0</td> <td>0.0</td> <td>0.0</td> <td>30.0</td> <td>70.0</td> </tr> <tr> <td>Board of Directors</td> <td>25.0</td> <td>75.0</td> <td>38.0</td> <td>0.0</td> <td>13.0</td> <td>87.0</td> </tr> <tr> <td>Company-Owned Store Employees</td> <td>56.6</td> <td>43.2</td> <td>27.0</td> <td>32.4</td> <td>34.1</td> <td>13.5</td> </tr> <tr> <td></td> <td colspan="6">2024</td> </tr> <tr> <td>Coordinator</td> <td>85.9</td> <td>14.1</td> <td>15.5</td> <td>50.7</td> <td>26.8</td> <td>22.5</td> </tr> <tr> <td>Specialist/Analyst</td> <td>72.8</td> <td>27.2</td> <td>13.9</td> <td>24.4</td> <td>50.8</td> <td>24.8</td> </tr> <tr> <td>Manager</td> <td>45.1</td> <td>54.9</td> <td>12.5</td> <td>2.3</td> <td>61.8</td> <td>35.9</td> </tr> <tr> <td>Director</td> <td>32.3</td> <td>67.7</td> <td>8.6</td> <td>0.0</td> <td>69.2</td> <td>30.8</td> </tr> <tr> <td>Officer</td> <td>18.9</td> <td>81.1</td> <td>2.9</td> <td>0.0</td> <td>48.6</td> <td>51.4</td> </tr> <tr> <td>Leadership Team</td> <td>10.0</td> <td>90.0</td> <td>0.0</td> <td>0.0</td> <td>30.0</td> <td>70.0</td> </tr> <tr> <td>Board of Directors</td> <td>25.0</td> <td>75.0</td> <td>38.0</td> <td>0.0</td> <td>13.0</td> <td>87.0</td> </tr> <tr> <td>Company-Owned Store Employees</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> </tr> </tbody> </table> <p>**Numbers may not total 100 due to rounding</p> | Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity** | | | | | | | | 2025 | | | | | | | FEMALE % | MALE % | MINORITY % | UNDER 30 | AGE 30-50 | OVER 50 | Coordinator | 83.1 | 16.9 | 10.8 | 47.7 | 23.1 | 29.2 | Specialist/Analyst | 72.9 | 27.1 | 12.1 | 21.5 | 54.6 | 23.9 | Manager | 43.6 | 56.4 | 12.4 | 2.5 | 64.2 | 33.4 | Director | 33.0 | 67.0 | 7.5 | 0.0 | 71.4 | 28.6 | Officer | 18.4 | 81.6 | 2.9 | 0.0 | 63.2 | 36.8 | Leadership Team | 10.0 | 90.0 | 0.0 | 0.0 | 30.0 | 70.0 | Board of Directors | 25.0 | 75.0 | 38.0 | 0.0 | 13.0 | 87.0 | Company-Owned Store Employees | 56.6 | 43.2 | 27.0 | 32.4 | 34.1 | 13.5 | | 2024 | | | | | | Coordinator | 85.9 | 14.1 | 15.5 | 50.7 | 26.8 | 22.5 | Specialist/Analyst | 72.8 | 27.2 | 13.9 | 24.4 | 50.8 | 24.8 | Manager | 45.1 | 54.9 | 12.5 | 2.3 | 61.8 | 35.9 | Director | 32.3 | 67.7 | 8.6 | 0.0 | 69.2 | 30.8 | Officer | 18.9 | 81.1 | 2.9 | 0.0 | 48.6 | 51.4 | Leadership Team | 10.0 | 90.0 | 0.0 | 0.0 | 30.0 | 70.0 | Board of Directors | 25.0 | 75.0 | 38.0 | 0.0 | 13.0 | 87.0 | Company-Owned Store Employees | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | |
| Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 2025 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | FEMALE % | MALE % | MINORITY % | UNDER 30 | AGE 30-50 | OVER 50 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Coordinator | 83.1 | 16.9 | 10.8 | 47.7 | 23.1 | 29.2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Specialist/Analyst | 72.9 | 27.1 | 12.1 | 21.5 | 54.6 | 23.9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Manager | 43.6 | 56.4 | 12.4 | 2.5 | 64.2 | 33.4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Director | 33.0 | 67.0 | 7.5 | 0.0 | 71.4 | 28.6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Officer | 18.4 | 81.6 | 2.9 | 0.0 | 63.2 | 36.8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Leadership Team | 10.0 | 90.0 | 0.0 | 0.0 | 30.0 | 70.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Board of Directors | 25.0 | 75.0 | 38.0 | 0.0 | 13.0 | 87.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Company-Owned Store Employees | 56.6 | 43.2 | 27.0 | 32.4 | 34.1 | 13.5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 2024 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Coordinator | 85.9 | 14.1 | 15.5 | 50.7 | 26.8 | 22.5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Specialist/Analyst | 72.8 | 27.2 | 13.9 | 24.4 | 50.8 | 24.8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Manager | 45.1 | 54.9 | 12.5 | 2.3 | 61.8 | 35.9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Director | 32.3 | 67.7 | 8.6 | 0.0 | 69.2 | 30.8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Officer | 18.9 | 81.1 | 2.9 | 0.0 | 48.6 | 51.4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Leadership Team | 10.0 | 90.0 | 0.0 | 0.0 | 30.0 | 70.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Board of Directors | 25.0 | 75.0 | 38.0 | 0.0 | 13.0 | 87.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Company-Owned Store Employees | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| GRI 412: Human Rights Assessment | | | |
|-------------------------------------|--|--|--|
| Disclosure Number | Disclosure Title | Response | Reason for Omission |
| 103-1 | Explanation of the material topic and its Boundary | Our Planet: Responsible Sourcing, p. 32 | |
| 103-2 | The management approach and its components | Our Planet: Responsible Sourcing, p. 32 | |
| 103-3 | Evaluation of the management approach | Dunkin' Brands engages with internal and external stakeholders about company strategy, current practices and future goals. Our risk assessment, supply chain and corporate social responsibility teams also monitor for landscape changes and emerging risks on a continuous basis. Results are reported to the Dunkin' Brands leadership team and, when relevant, the Audit Committee of the Board of Directors on a quarterly basis or as needed. Based on these discussions and assessments, we adapt our strategy and approach to material topics as needed. | |
| 412-2 | Employee training on human rights policies or procedures | Tenets of our Supplier Code of Conduct are incorporated in our Code of Business and Ethics Conduct training, which is completed by all employees on an annual basis. | |
| GRI 408: Child Labor | | | |
| Disclosure Number | Disclosure Title | Response | Reason for Omission |
| 103-1 | Explanation of the material topic and its Boundary | Our Planet: Responsible Sourcing, p. 32 | |
| 103-2 | The management approach and its components | Our Planet: Responsible Sourcing, p. 32 | |
| 103-3 | Evaluation of the management approach | Dunkin' Brands engages with internal and external stakeholders about company strategy, current practices and future goals. Our risk assessment, supply chain and corporate social responsibility teams also monitor for landscape changes and emerging risks on a continuous basis. Results are reported to the Dunkin' Brands leadership team and, when relevant, the Audit Committee of the Board of Directors on a quarterly basis or as needed. Based on these discussions and assessments, we adapt our strategy and approach to material topics as needed. | |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | | We do not report on this disclosure as the information is proprietary. |
| GRI 409: Forced or Compulsory Labor | | | |
| Disclosure Number | Disclosure Title | Response | Reason for Omission |
| 103-1 | Explanation of the material topic and its Boundary | Our Planet: Responsible Sourcing, p. 32 | |
| 103-2 | The management approach and its components | Our Planet: Responsible Sourcing, p. 32 | |
| 103-3 | Evaluation of the management approach | Dunkin' Brands engages with internal and external stakeholders about company strategy, current practices and future goals. Our risk assessment, supply chain and corporate social responsibility teams also monitor for landscape changes and emerging risks on a continuous basis. Results are reported to the Dunkin' Brands leadership team and, when relevant, the Audit Committee of the Board of Directors on a quarterly basis or as needed. Based on these discussions and assessments, we adapt our strategy and approach to material topics as needed. | |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | | We do not report on this disclosure as the information is proprietary. |
| GRI 413: Local Communities | | | |
| Disclosure Number | Disclosure Title | Response | Reason for Omission |
| 103-1 | Explanation of the material topic and its Boundary | Our Neighborhoods, p. 44-46 | |
| 103-2 | The management approach and its components | Our Neighborhoods, p. 44-46 | |
| 103-3 | Evaluation of the management approach | Dunkin' Brands engages with internal and external stakeholders about company strategy, current practices and future goals. Our risk assessment, supply chain and corporate social responsibility teams also monitor for landscape changes and emerging risks on a continuous basis. Results are reported to the Dunkin' Brands leadership team and, when relevant, the Audit Committee of the Board of Directors on a quarterly basis or as needed. Based on these discussions and assessments, we adapt our strategy and approach to material topics as needed. | |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | Our Neighborhoods, p. 44-46 | |

| GRI 415: Public Policy | | | |
|-------------------------------------|--|--|--|
| Disclosure Number | Disclosure Title | Response | Reason for Omission |
| 103-1 | Explanation of the material topic and its Boundary | p. 48 | |
| 103-2 | The management approach and its components | p. 48 | |
| 103-3 | Evaluation of the management approach | Dunkin' Brands engages with internal and external stakeholders about company strategy, current practices and future goals. Our risk assessment, supply chain and corporate social responsibility teams also monitor for landscape changes and emerging risks on a continuous basis. Results are reported to the Dunkin' Brands leadership team and, when relevant, the Audit Committee of the Board of Directors on a quarterly basis or as needed. Based on these discussions and assessments, we adapt our strategy and approach to material topics as needed. | |
| 415-1 | Political contributions | p. 48 | |
| GRI 416: Customer Health and Safety | | | |
| Disclosure Number | Disclosure Title | Response | Reason for Omission |
| 103-1 | Explanation of the material topic and its Boundary | Our Guests, p. 18-19 | |
| 103-2 | The management approach and its components | Our Guests, p. 18-19 | |
| 103-3 | Evaluation of the management approach | Dunkin' Brands engages with internal and external stakeholders about company strategy, current practices and future goals. Our risk assessment, supply chain and corporate social responsibility teams also monitor for landscape changes and emerging risks on a continuous basis. Results are reported to the Dunkin' Brands leadership team and, when relevant, the Audit Committee of the Board of Directors on a quarterly basis or as needed. Based on these discussions and assessments, we adapt our strategy and approach to material topics as needed. | |
| 416-1 | Assessment of the health and safety impacts of product and service categories | Our Guests, p. 18-19 | |
| GRI 416: Customer Privacy | | | |
| Disclosure Number | Disclosure Title | Response | Reason for Omission |
| 103-1 | Explanation of the material topic and its Boundary | Our People, p. 19 | |
| 103-2 | The management approach and its components | Our People, p. 19 | |
| 103-3 | Evaluation of the management approach | Dunkin' Brands engages with internal and external stakeholders about company strategy, current practices and future goals. Our risk assessment, supply chain and corporate social responsibility teams also monitor for landscape changes and emerging risks on a continuous basis. Results are reported to the Dunkin' Brands leadership team and, when relevant, the Audit Committee of the Board of Directors on a quarterly basis or as needed. Based on these discussions and assessments, we adapt our strategy and approach to material topics as needed. | |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | | We do not report on this disclosure as the information is proprietary. |