



ENVIRONMENTAL STEWARDSHIP

At BJ's Restaurants, our commitment extends beyond exceptional meals and hospitality. We recognize the environmental impact of our operations and are dedicated to reducing our greenhouse gas (GHG) emissions, water use, and waste across our restaurants, brewing operations, and supply chain through efficient restaurant design and operations, responsible resource management, food-waste reduction, and collaboration with our vendors. A cross-functional team of leaders helps guide these efforts, assess performance, and identify opportunities for continuous improvement.

Sustainability Initiatives

We continually improve the sustainability of new and existing restaurants. Highlights include:

- New restaurants (including outside California) follow California Title 24 Energy Conservation Code principles for lighting, HVAC, and insulation to reduce energy use and associated emissions.
- 60% of restaurants (including all new construction) use high-efficiency kitchen equipment designed to reduce natural gas consumption.
- All new restaurant construction since 2014 features LED lighting; 60% of restaurants now have all-LED lighting.
- Over 80% of restaurants use high-efficiency HVAC systems; more than 90% have automated thermostats.
- 100% of restaurants have dimming circuits; 90% of dining room lighting is programmable for non-peak hours.
- More than 90% of kitchen lighting uses motion sensors.
- We use energy-efficient televisions in our dining rooms.
- Our vehicle fleet offers electric vehicles (EVs) to eligible field operations leaders, with 28% of EV-eligible team members electing an EV.

Recycling and Reuse

- Our take-out containers use lids from recycled bottles and bases from recycled yogurt containers.
- Our napkins are 100% biodegradable.
- Our plastic bags are made with 40% recycled content.
- BJ's logoed paper take-out cups are sourced from responsibly-managed U.S. forests (for every tree harvested, several more are planted or naturally regenerated).
- Our 12-ounce paper container supplier is certified to Sustainable Forestry Initiative® (SFI®), Programme for the Endorsement of Forest Certification (PEFC), and Forest Stewardship Council® (FSC®) chain-of-custody standards.



- We recapture and reclaim 100% of used cooking oil.
- Our Restaurant Support Center has paper recycling in offices and recycling bins for aluminum cans and plastics in key locations.
- Our paper vented containers are made of 100% recycled material with 94% post-consumer content.

Water and Waste Reduction

- We install flush-valve toilets and low-flow faucets in our new restaurant construction.
- We provide water to guests upon request only.
- We portion-control paper towels.
- Cardboard is recycled via waste haulers.
- “The Last Straw” campaign provides straws only upon guest request.
- Utensils for take-out are provided only upon guest request.

Food Waste Reduction

We minimize waste through four key strategies:

1. Forecasting and Inventory Management — Advanced forecasting tools, variance exception reporting, and precise inventory practices help predict guest counts and needs, minimizing over-ordering and excess inventory.
2. Menu Optimization and FIFO Practices — We seek to streamline ingredients while upholding quality. Strict First-In, First-Out (FIFO) adherence reduces spoilage and packaging waste.
3. Food Donation and Redistribution — Surplus food (e.g., unclaimed take-out or occasional over-preparation) is donated via our nationwide program to local charities or shared with team members in accordance with food safety and legal requirements. In 2025, trackable donations totaled approximately 40,000 pounds — or 33,000 meal equivalents.
4. Continuous Improvement — Our team engages in ongoing exploration of enhanced inventory systems, leverages technology, and reinforces training to deepen insights and expand sustainable practices.

Emissions and Resource Data

From 2024 to 2025, combined Scope 1 (direct emissions from BJ's-owned sources) and Scope 2 (indirect from purchased energy) emissions decreased 3.8%, and from 2019 to 2025, combined Scope 1 and Scope 2 emissions decreased 11.5% (despite a net increase of 11 restaurants since the 2019 baseline). From 2024 to 2025, reported Scope 3 emissions decreased approximately 7.0%, and reported water withdrawals decreased approximately 0.6%. Reported water withdrawals decreased approximately 3.7% from 2019 to 2025.



BJ's Restaurants' 2025 Scope 1 and Scope 2 greenhouse gas emissions have been independently verified by SCS Global Services under the SCS GHG Inventory Verification Program. This third-party verification supports our commitment to transparency and helps us benchmark continued progress toward reducing the climate impacts of our operations. The verification was conducted in conformance with ISO 14064-3:2019 and the WRI/WBCSD GHG Protocol Corporate Standard, covering 223 facilities across the United States for the reporting period January 1 – December 31, 2025. A copy of the full verification statement is available upon request.

Scope 1 and 2 Emissions (Metric Tons CO₂e)[^]

Year	Scope 1	Scope 2	Totals
2025	41,971	44,753	86,724
2024	41,329	48,864	90,193
2023	42,587	51,711	94,298
2022	45,630	51,176	96,806
2019	41,961	56,005	97,966

Scope 3 Emissions (Metric Tons CO₂e)^{^^}

Year	Scope 3
2025	253,704
2024	272,697

Total Water Withdrawn (Thousands of Cubic Meters)[^]

Year	Total Water Withdrawn
2025	1,690
2024	1,700
2023	1,691
2022	1,745
2019	1,755

[^] The Scope 1 and Scope 2 (Location based) emissions data reflects emissions from operations under BJ's Restaurants' operational control during the reporting period. The data incorporates measured energy consumption and assumptions where direct measurements are unavailable. While efforts have been made to ensure the accuracy of this information, these figures are subject to limitations inherent in data collection, assumptions, and reporting methodologies. Since we can only access data from locations that pay water and sewage costs directly to utility providers, our figures do not include restaurants where these costs are covered by landlords through rent or CAM charges, which make up approximately 15% of our portfolio.

^{^^} Scope 3 emissions occur outside the company's direct operations spanning the entire value chain, including supplier, purchased goods, business travel, waste and guests' use of products. These emissions are calculated using available operational, procurement, and supplier data and applicable emissions factors. Scope 3 estimates are subject to greater uncertainty than Scope 1 and Scope 2 emissions because they rely in part on third-party data and assumptions.



Partnerships and Commitment

Our Environmental Stewardship Policy applies to all team members and vendor partners. We collaborate with vendors, environmental organizations, and agencies to identify opportunities to reduce impacts across our operations and supply chain. BJ's Vendor Partner Code of Conduct reinforces expectations for ethical, sustainable practices, including environmental performance, continuous improvement, and compliance with laws on waste, emissions, and resource use. We will continue to measure our progress, strengthen our practices, and pursue responsible environmental stewardship as part of building a resilient business and maintaining the trust of our guests, team members, and communities.