

BJ's RESTAURANTS, INC. ENVIRONMENTAL STEWARDSHIP

At BJ's Restaurants, we know our commitment and responsibility go far beyond providing great meals and hospitality to our guests. We are proud to provide great jobs in our communities and equally proud to develop programs that give back to our team members, local communities and to our planet.

BJ's Restaurants is committed to reducing our impact on air, land and water across our global supply chain, restaurants and brewing operations. Our Environmental Stewardship Policy applies to all team members and vendor partners as identified in our Vendor Partner Code of Conduct. Earth is home to 7.8 billion people and countless billions of wildlife. We owe it to each other to take care of the planet we all call home, and BJ's takes this responsibility seriously. We see the impact greenhouse gas emissions have on climate change and the importance of water conservation and sustainability for our planet. This is why we make it a priority to work with our team members and vendor partners to minimize our carbon footprint and environmental impact.

BJ's goes to great length to source unique ingredients around the globe and recognizes the vital importance of sustainable practices to continue to provide our guests with memorable food and experiences. As the climate continues to evolve and our vendor partners adjust to different weather patterns and their effect on commodities, we stand on the precipice of radical change. We know that, if we don't take action to reduce greenhouse gas emissions, we all stand to lose the precious natural resources our planet provides for us.

At BJ's, we have a mantra that we want to "do more good for more people." We know that by doing good for the planet, we are doing good for all. While there are many challenges to overcome, we see this as an opportunity to learn and grow. BJ's has an ensemble of cross-functional leaders developing broad range strategies to manage environmental risks. With further program development to address reduction of greenhouse gas emissions, water and waste reduction, enhanced recycling, and other sustainable practices in partnership with our vendors, BJ's aims to be a leader in environmental stewardship.

Our baseline for future goal reduction of energy, water, waste and greenhouse gas emissions is 2019. We know that changes won't happen overnight, but with valiant leadership, innovation and collaboration, we are positioning ourselves to positively impact our global environment. In our efforts to incorporate additional environmentally-friendly features in our restaurants including low-flow toilets, LED lighting and energy efficient equipment, we will continue to collaborate with our vendor partners on sustainable practices and expectations, knowing that our team members and vendor partners play a large role in our environmental stewardship. With our team members' dedication to championing the environment, we are using less plastic with our "last straw campaign," less water and recycling more items.

Sustainable Restaurants

We will continue to look for opportunities to make our new and existing restaurants more sustainable.

- Our Boulder restaurant received Silver LEED certification for new construction
- Our Sunset Valley restaurant received the Austin Energy Green Building 1 star rating. This coveted rating acknowledges sustainable features such as:
 - Local design and fabrication
 - Timeless design for a variety of structures and styles
 - Durable walnut and stainless steel selected for value and quality
 - Nontoxic, VOC-free, exterior grade oil finish
 - Felt sleeves 50% Eco-Fi (USA made from 95% post-consumer recycled plastic bottles)
 - Recyclable cardboard packaging doubles as an installation template

Energy and Greenhouse Gas Emissions Reductions

We took our learnings from our Silver LEED and Austin Energy Green Building certifications and applied them to all new construction restaurants, including:

- 100% LED lighting
- Low-flow plumbing fixtures
- Energy efficient cooking equipment
- High efficiency HVAC Equipment
- More than 90% of restaurants have automated thermostats to reduce energy use when it is not needed
- More than 90% of dining room lighting is on programmable, dimmable circuiting to reduce energy use
- More than 90% of kitchen lighting is on motion sensors to reduce energy use
- BJ'S roof top HVAC equipment exceeds an Energy Efficiency Rating of 12, the industry standard for energy efficiency
- Our televisions are energy efficient
- In 2020, we added electric vehicles to our fleet vehicle program for top performing General Managers, Directors of Operations and Area Vice Presidents and will continue to add more EV options in the future
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Recycling and Reuse

- Out take-out containers use recycled bottles for lids and recycled yogurt containers for the base
- Our paper towels are 100% recycled
- Our napkins are 100% recycled and 100% biodegradable
- Our plastic bags are made of 20% post-consumer resin

- Our BJ's logoed paper takeout cups are made from responsibly managed forests in the U.S. where, for every tree harvested, several more are planted or naturally regenerated in their place
- Our 12 ounce paper containers are made of 90% USDA Certified Bio-Based Products
- We recapture and reclaim all used cooking oil
- Our Restaurant Support Center's individual offices have paper recycling containers to reduce waste and recycling bins stationed in key locations to facilitate ease of recycling for aluminum cans and plastic containers

Waste Reduction

- Newer restaurants have flush-valve toilets and faucets with low flow output to minimize water waste
- Our paper towels are portion-controlled to eliminate waste
- We implemented "The Last Straw" campaign and changed our practice of providing each guest a straw, to now providing a straw solely upon guest request

Partnerships

BJ's is focusing on how we can protect the environment by partnering with others. We continue to recognize the importance of working together with the vendor community, environmental groups and state and federal agencies. At BJ's, environmental sustainability goes beyond policy; it's a core value of our company.

BJ's strives to be an industry leader in environmental stewardship. Our respect for the environment extends through every aspect of our operations. As a company committed to quality in everything we do and as a brand built upon trust, we wouldn't have it any other way.