

NATURALLY FOCUSED

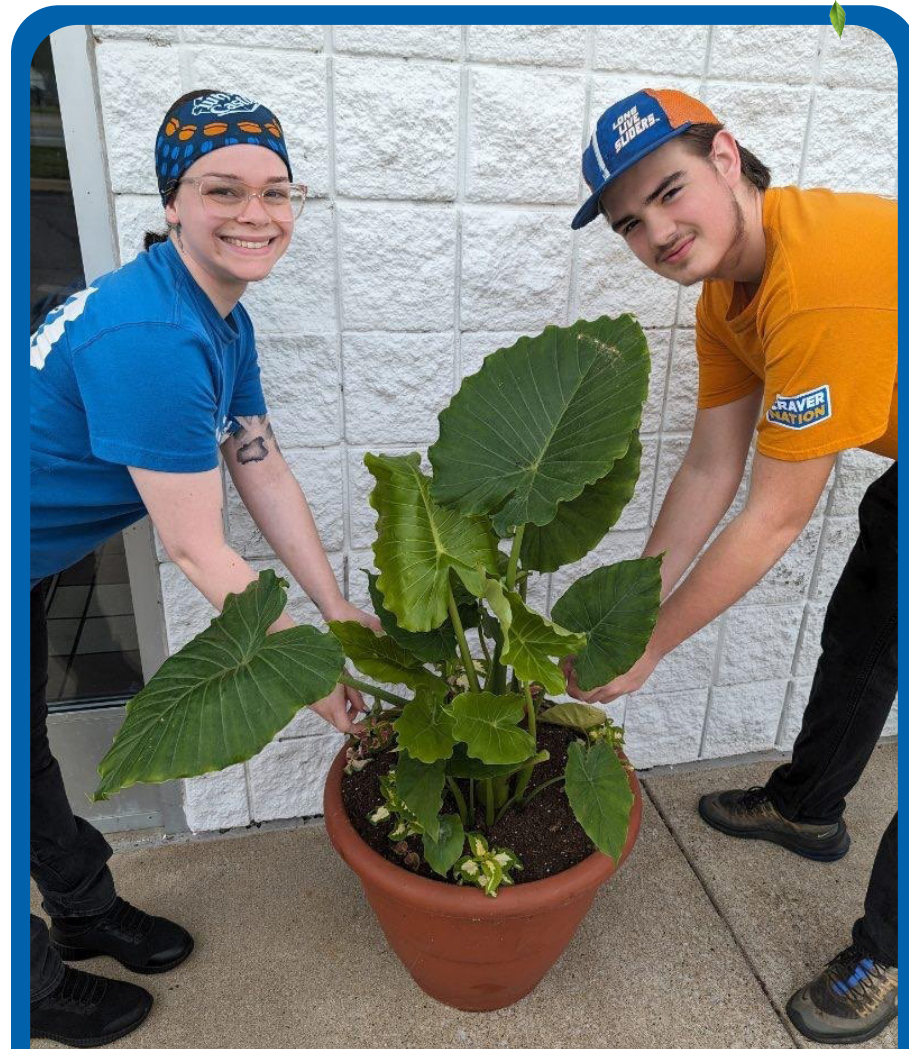
The world has changed a lot in the 100+ years since we first opened our Castle doors – with cultural and technological advancements prior generations couldn't dream of! However, a few things have remained constant: the iconic Slider recipe and our commitment to our team members, community, and the environment (just to name a few). Caring for our team members, the communities in which we operate, and the environment truly go hand-in-hand – as a sustainable environment leads to thriving communities and team members. While sustainability efforts may not have been as culturally widespread decades ago as it is now, this promise has influenced our decision-making from the very beginning.

As far back as the 1940s, an article in our internal newsletter, the *House Organ*, discussed the importance of reducing waste not only from a financial perspective, but also to ensure the availability of resources during World War II. In the 1960s, this waste reduction effort continued to grow when we began reusing cardboard shipping boxes to reduce our impact on the environment.

As new technology and opportunities have become available over the years, we've continued to expand our sustainability efforts to ensure the only mark we leave on the world is the fondness for our deliciously tiny Sliders. Today, this means cage-free shell eggs, LED lighting and energy efficient appliances, resource-saving napkin dispensers, sustainable remodels and building practices, and more.



LEAD: Social Responsibility & Environmental Sustainability Manager, Shannon Tolliver





Sustainable Sourcing

We take immense pride in our food, and that starts with holding our suppliers to the same high standards. That's why we partner with those who prioritize the welfare of animals, resource conservation, and reducing environmental impact. We're always looking for ways to improve, embracing industry best practices and exploring new opportunities to reduce our environmental impact as we learn and grow. Some of these include:

- » 100% cage-free shell eggs achieved in 2024.
- » 100% of all fish patties are sourced from fisheries certified by the Marine Stewardship Council.
- » 100% chicken raised without antibiotics that are medically important to humans.
- » Partnering with chicken suppliers who are continuously evaluating science-based animal welfare standards, including having at least 3 inches of maintained and dry friable litter

cover and receiving at least 8 hours of light and 6 hours of darkness per day, for at least 50% of chicken.

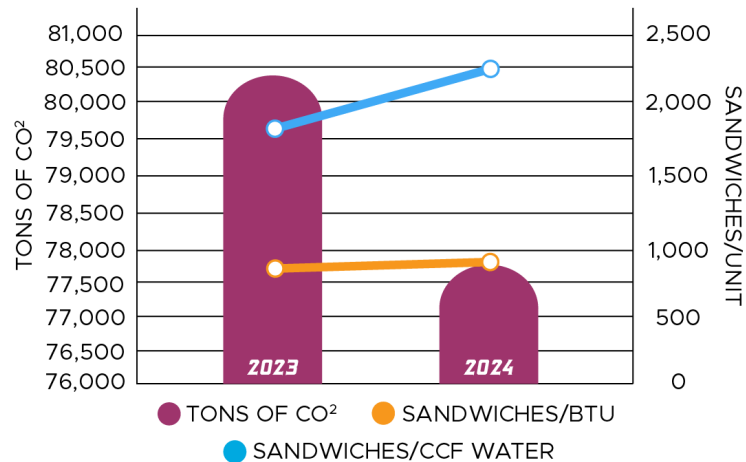
- » 100% recycled material for our Crave Case packaging and brown paper sacks.
- » Unbleached paperboard for retail packaging.



Greenhouse Gas Emissions

In 2016, we began tracking Greenhouse Gas Emissions, in the form of tons of CO₂, and are happy to report that while the number of sandwiches (measured in billions!) per water and energy usage has increased, our emissions have steadily declined year over year. By measuring tons of CO₂, energy and water usage per sandwich, and the number of sandwiches sold, we can get a clear picture of our carbon footprint and the efficiency of our Plants. Changes big and small have helped us achieve these goals, including installing energy efficient equipment in our Castles and Plants, remodeling or rebuilding older Castles, switching to LED lighting, and increasing production at Plants (just to name a few).

WHITE CASTLE SANDWICHES PRODUCED PER UTILITY



OUR RECIPE FOR A GREENER FUTURE

MINIMIZING WASTE, MAXIMIZING IMPACT



Recycling & Waste Reduction

As the old proverb goes, waste not, want not. In order to help conserve precious resources, we have tailored recycling and waste reduction initiatives specifically for our three divisions – Castles, Manufacturing Plants, and the Home Office.

To reduce waste in landfills (and benefit the community), our Marketing Materials Repurposing Program encourages Castles to donate their unused marketing materials to creative resource centers and local schools, where students and artists can give these materials new life. We don't stop at just paper and cardboard though – in 2024 alone, our Castles recycled nearly 3.3 million pounds of waste oil. That's the like saving 69,503 cubic feet of landfill space, 95,000 pounds of cardboard, and the emissions equivalent to 625 million smartphone charges, proving that simple changes can have a big impact on the environment.

While we've made the switch to producing our Crave Cases and brown paper sacks with 100% recycled materials, our New Jersey and New York City

Castles have seen the largest adjustments to food and packaging procedures, keeping sustainability at the heart of what we do. Our New Jersey and New York City Castles have eliminated plastic straws and bags. In New Jersey, we've reduced our total quantity of bags by 12% from 2023 to 2024! Recent state laws have helped accelerate these efforts in these regions, but our commitment to sustainability has always been a top priority.

Reducing food waste is an ongoing effort, and we're committed to making steady progress. We recently piloted food waste diversion programs in our Columbus and Minneapolis regions, and are currently composting food waste in our New York City Castles. In our Home Office café alone, we compost 450 pounds of food waste per month.

Our sustainable dining efforts extend beyond our Castles. The Home Office café, a fully-functional White Castle open to the public five days a week, greets visitors with reusable utensils, plates, and glasses. Additionally, automatic napkins dispensers (designed to reduce waste) are used both at the café and in Castles nationwide.

One major benefit of producing our meat and buns in-house for over 100 years is that we get to make smart decisions regarding our Plants' food waste. In 2024, we donated 1,403 tons of bread and dough from our bakeries to farms to be used in animal feed – not only reducing waste in the landfill, but also providing valuable nutrients for these animals.

By repurposing waste rather than tossing it in the trash, we can shrink landfills, conserve resources, and contribute to a healthier environment. It's a simple but impactful way to turn waste into something useful, while also reducing our overall environmental footprint.



Select Executive Council members volunteering at Lutheran Social Services of Central Ohio.



GreenSpotLight Award Ceremony.



Shining a (LED) Light

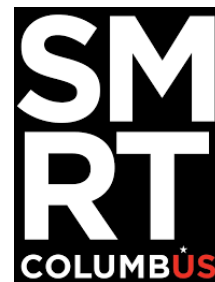
In 2023, we were honored as one of three organizations selected by the City of Columbus to receive its GreenSpotLight Award, which recognizes excellence in sustainable business practices. In addition to bringing hot and tasty Sliders to our loyal Cravers, we ensure sustainability stays top of mind in each new venture we take on. When building our new Home Office, we ensured we were creating a space that was energy-efficient and long-lasting. Not only was this beneficial financially (seeing a 19% savings in energy costs), we were also doing the right thing for our team members and the environment.

With motion sensor LED lighting, tons of natural light, high efficiency water and plumbing fixtures (resulting in a 36.1% reduction in water use), electric car charging stations, plenty of covered bike-racks, and more, we were able to secure LEED Gold Certification for Interior Design and Construction. The construction of our sustainable Home Office offered many lessons, which is why we're committed to using energy efficient lighting and appliances in retrofits and remodels of our offices, Castles, and Plants.

To further promote being Naturally Focused within our community, we also provide routine educational opportunities for our team members. For example, our annual Earth Day Fair featuring local vendors and non-profits, and sharing tips on sustainable Halloween swaps, winter reminders, and how to get back to school in sustainable style. In 2024, we revitalized our GoCastle Program for our Central Ohio team members, which offers discounted rates on public transportation through the Central Ohio Transit Authority.

Through these efforts, we're able to create a culture where sustainability resonates with all team members, and each one understands their role in making the world a more sustainable place to live.

Partner Affiliations



"By embracing a more mindful approach to living, we inspire a better future for all. These small changes we have made have opened up conversations about the why and have given our teams something to think about when they go home as well."

Zenaida Diaz
District Supervisor, New York