



### Charitable/Community Donation Policy

Utz Quality Foods, LLC (“Utz”) believes in supporting nonprofit and community organizations in areas where we operate or desire to expand. This Policy ensures that all Utz charitable contributions are coordinated and aligned with our corporate social responsibility strategy and business goals and are within our budget and resource limitations. The EVP Chief Financial Officer, EVP Chief People Officer and EVP General Counsel (“EVPs”) will be responsible for oversight of this policy.

#### Monetary and Fresh Product Donations

All corporate expenditures for charitable monetary (including sponsorships, golf tournaments, program ads) or fresh product donations will be approved by the EVPs or their designee(s) per the following guidelines:

- A quarterly budget will be allotted by the EVPs for charitable/community contributions. Once the maximum budget allotment has been met, approval of the EVPs of additional budgetary authority must be obtained before additional requests will be approved.
- All charitable/community donation requests (whether generated externally or internally) must be submitted through the approved online application form.
- Requests will be reviewed and approved in the order received.
- Fresh product donations are preferred to monetary donations. Product must be picked up in Hanover, PA; donated product will be approved for pickup at non-Hanover locations or shipped only on an exception basis with approval of the EVPs.
- Preference will be given to 501(c)(3) nonprofit organizations and organizations in communities where Utz has a significant presence or is attempting to expand.
- Charitable donations will not be made to organizations that discriminate based on protected characteristics, including but not limited to age, sex, race, religion, national origin, sexual orientation, or disability, religious organizations for sectarian purposes, and/or political party candidates where such donations are motivated by political affiliation.
- A maximum of two product donation requests with a combined value of no more than \$1000 will be considered during any calendar year for the same organization. A maximum of one monetary donation request can be made per calendar year and shall not exceed \$2500 (excluding prior commitments made by the Company)

#### Donations of Short-Coded or Damaged Product

Short-coded or damaged product donations to charitable organizations may only be processed through an S2 or S3 logistics warehouse.

- Donations may be made only to pre-approved 501(c)(3) organizations. There will be three pre-approved organizations for S2 buildings and two for S3 buildings. Additional organizations may be added with approval from the EVPs if needed.
- A sales order will be entered for each donation. In S2 buildings, the Warehouse Manager must approve each sales order before it is submitted to Customer Care for approval/finalizing. In S3 buildings, the Zone Sales Manager will process and approve the sales order.
- All donations will be picked up by the approved organization and not delivered. Upon pickup, the Utz associate releasing the donation and the representative picking it up will sign off on the sales order.
- Product donations will have a minimum shelf life of seven (7) days to ensure freshness and quality.
- Where product cannot be donated to an approved organization, the product should be classified as short code (M-CODEDATE) and destroyed. Certificate of destructions shall be maintained to document the destruction.

Requests for product for Utz employee break rooms will be processed through the Hanover Corporate Store and will be filled with available, short-coded, single-serve products. No specific requests will be processed.

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