

# 2021 DIVERSITY, EQUITY & INCLUSION SUMMARY

# People Overview

Our best ingredient is our people. We believe the company wins when the team member, the customer and the community win, together.

### Grow the Best Teams

We help develop lifelong skills to advance the careers of our team of 5,000+ and growing. We have a clear career development road map from entry-level to management levels.

### Ranked #18 in Newsweek’s Top 100 Most Loved Workplaces in 2021

Our culture is rooted in cultivating authentic relationships. We obsess over the team member experience by providing best-in-class benefits and creating spaces for employees to feel seen and heard.

158

restaurants

14

markets

5000+

employees

Statistics as of the end of Q1 2022

## Career Development Roadmap

### Area Leader

Develop and lead teams across multiple locations, fostering an environment for our people and business to grow and scale sustainably.

### Head Coach

Manage a mission-driven business, driving the cultural and financial performance while developing the next generation of leaders.



### Assistant Coach

Coach team members to deliver business results and memorable customer experiences, and learn to hire, develop, and lead diverse teams.



### Shift Leader

Lead the team to success by owning the food journey, elevating the customer experience and communicating business needs to your peers on each shift.



### Certified Trainer

Grow your leadership skills as you train new team members, cross-train and develop peers, and be a part of building an inclusive culture.



### Core Team Member

Join the sweetlife! Learn to cook in a scratch kitchen, make healthy meals for customers, and positively impact the community and environment.



### Culinary or Service Pro

Level up culinary and hospitality skills as a pro in cooking and handling real food, or creating exceptional experiences for every customer.



# Diversity, Equity, & Inclusion

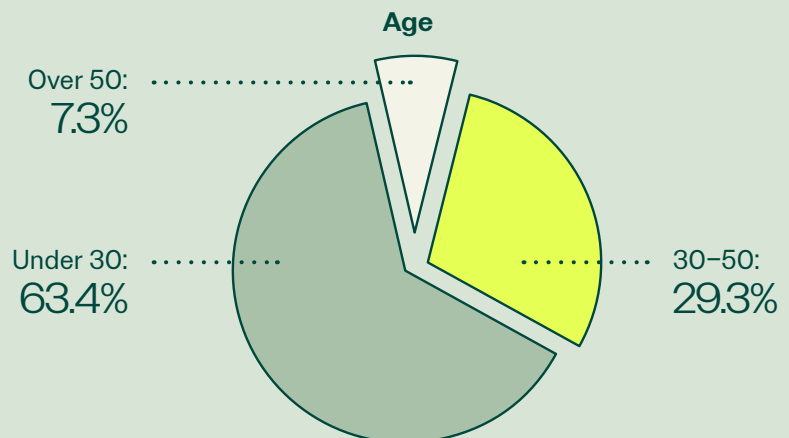
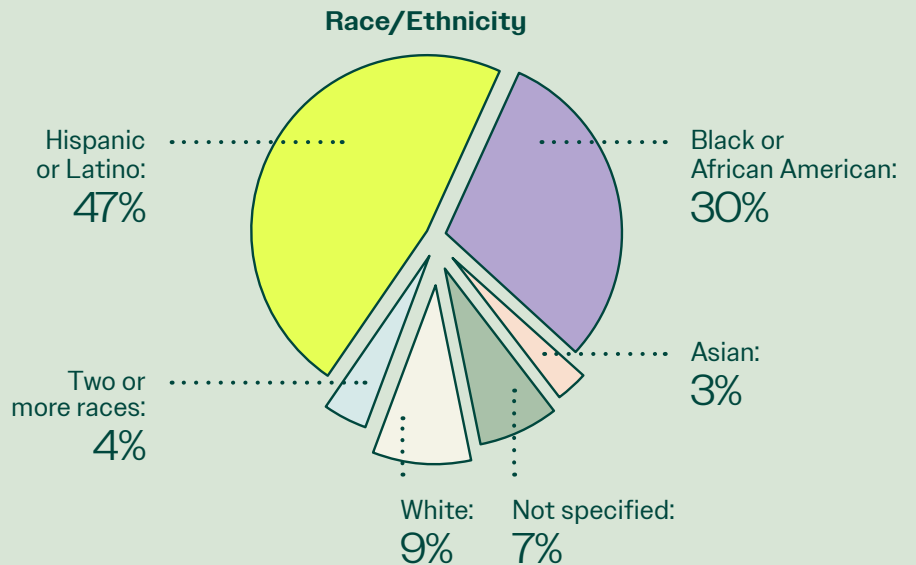
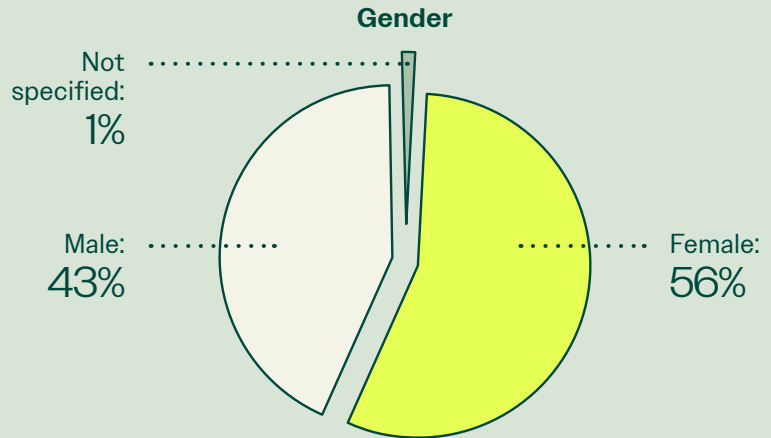
We believe everyone has a seat at our table.

Our commitment to embracing all voices and providing equal opportunity has been recognized in:

- **Mogul's Top 100 Workplaces with the Best Diversity & Inclusion Initiatives.**
- **Human Rights Campaign Foundation's Best Places to Work for LGBTQ+ Equality.**



**RESTAURANT**  
includes management



Data as of January 1, 2022

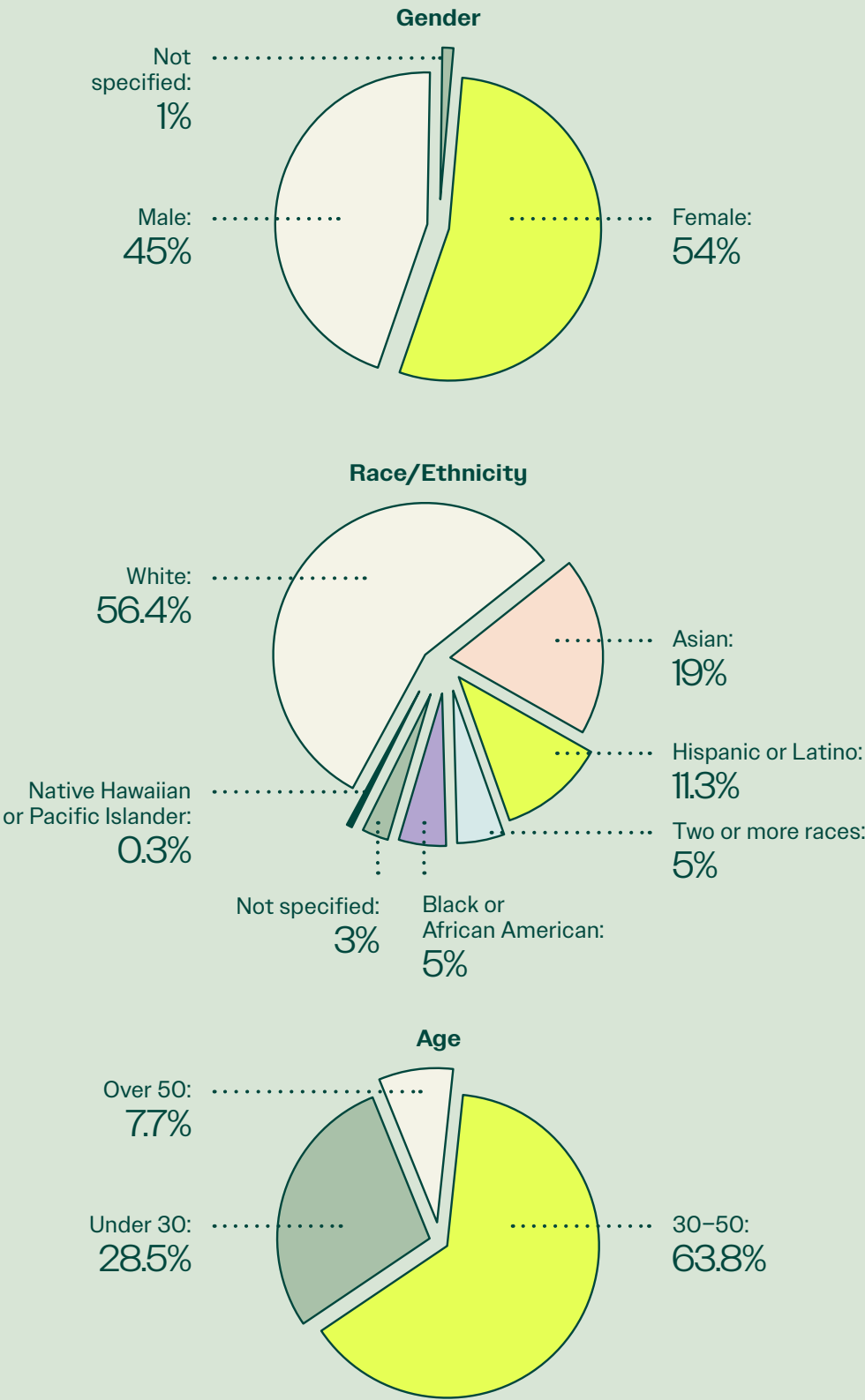
# Diversity, Equity, & Inclusion

We're committed to diverse representation across all levels.

In 2021, we partnered with Syndio, an HR analytics platform, to independently analyze our workforce data and help us define measurable targets to achieve broader levels of representation by the end of 2025.

We're reviewing our placement and retention metrics quarterly and our processes to ensure workplace equity. Additionally, we're piloting development programs to accelerate the growth of our talent and leveraging our Employee Resource Groups to foster inclusion.

**SWEETGREEN SUPPORT CENTER**  
including senior leadership



Data as of January 1, 2022

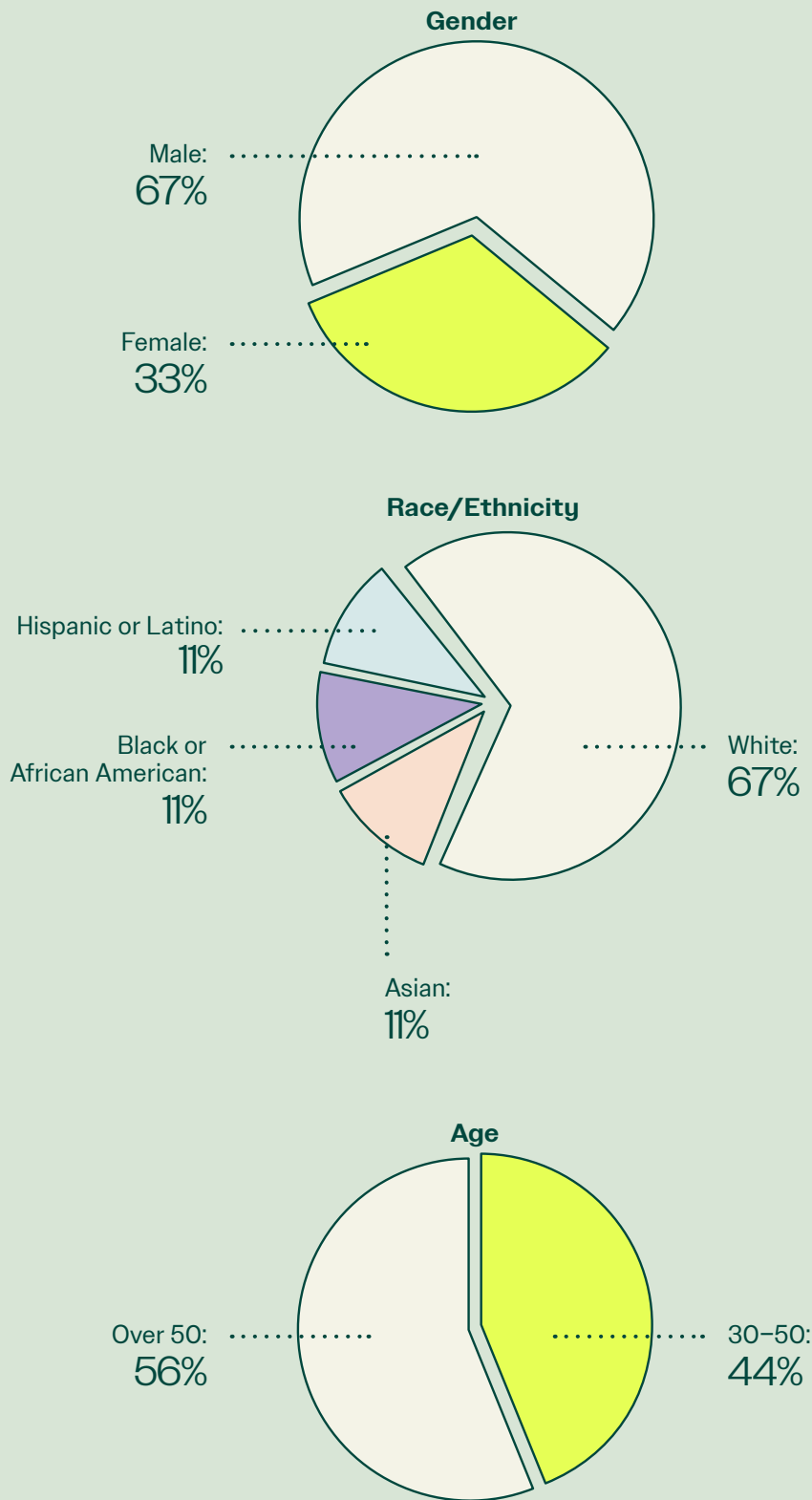
# Diversity, Equity, & Inclusion

## Our ESG commitments start at the top.

We have a diverse and experienced Board of Directors, with a dedicated Nominating, Environmental, Social & Governance committee that works closely with our management team to shape our ESG and DEI strategies.

For more details on our board of directors, and corporate governance at sweetgreen, please visit our website at [investor.sweetgreen.com](https://investor.sweetgreen.com)

BOARD OF DIRECTORS



Data as of January 1, 2022.

# Team Member Benefits

We invest in a 5-star team member experience because it results in a 5-star customer experience. When our team members embody their whole and authentic selves at work, they create the ideas, experiences, and memories that connects our customers to our mission and brand.



## Medical

We believe that healthcare should be accessible and affordable to all our team members. We're proud to provide a menu of coverage options to all full and part-time employees and their dependents, including medical, dental, and vision insurance, once they've been with us for 30 days.



## Equity

One of our core values is Act Like An Owner. We issue equity to all our Head Coaches (restaurant general managers), both new hires and internal promotions. Additionally, all restaurant employees who were employed with us during the IPO in 2021 received a one-time gratitude equity grant based on their tenure.



## Paid Time Off

The sweetlife celebrates passion & purpose at work and beyond. All our employees accrue Wellness Time to care for their own or their family's health, in addition to paid vacation. We also empower our teams to impact their communities by providing up to 5 hours of PTO per year to volunteer and up to 3 hours of PTO to vote per year.



## Healthy Meals

Our mission to connect people to real food starts with our teams. All team members receive a free healthy meal during their shifts, in addition to a 50% discount for themselves and a guest at their home restaurant at any time.



## Retirement Savings

Our investments in our team are for the long-term. All our employees are eligible for our 401k if they've been with us for 6 months or more, worked at least 500 hours, and are 21 years old or older.



## Paid Family Leave

At sweetgreen, family comes first. Our paid parental leave policy supports all employees that've been with us for one year or longer and includes birth, adoptive, and foster parents with new additions to their families. We also provide paid bereavement leave during the passing of an immediate family member.



## Wellness

Supporting our team's physical and mental well-being is more important than ever. Our confidential Employee Assistance Program provides up to five free mental health consultations to our employees and their families per year at no cost. We also offer discounts on a variety of fitness and wellness classes in-person and online.



## Commuter Benefits

We believe in enabling our teams to keep more of what they earn. We offer pre-tax commuter benefits so our employees can save on public transit, ride sharing, and parking to work, in addition to flexible spending accounts for qualified out-of-pocket expenses.



## Family Fund

Our intention is to be there for our teams when times are tough. The Family Fund provides emergency financial aid to any of our employees experiencing hardship outside their control, such as a natural disaster or life-altering personal crisis. The fund is 100% supported by employee donations and provided nearly \$40,000 in relief grants in 2021.

# Thank you!