

# 2021 GLOBAL REPORTING INITIATIVES (GRI) INDEX

This material references specific disclosures from GRI Standards, 2016 version, with the exception of GRI 303 and 306 which were more recently updated in 2018 and 2020, respectively. All data is representative of the year 2021, unless otherwise specified.

Disclosure Title	Disclosure Number	Response			
<b>GRI 102: GENERAL DISCLOSURES</b>					
<b>ORGANIZATIONAL PROFILE</b>					
Name of the organization	102-1	Domino's Pizza, Inc. Annual Report on Form 10-K for the fiscal year ended January 2, 2022 (the "2021 10-K"), cover page			
Activities, brands, products, and services	102-2	Domino's does not sell items that are banned in individual markets. <a href="#">2021 10-K</a> , pages 3-4			
Location of headquarters	102-3	Ann Arbor, MI <a href="#">2021 10-K</a> , cover page			
Location of operations	102-4	<a href="#">2021 10-K</a> , pages 5-6 and 29			
Ownership and legal form	102-5	Publicly traded company <a href="#">2021 10-K</a> , cover page			
Markets served	102-6	As of January 2, 2022, there were more than 18,800 Domino's stores in over 90 countries around the world with approximately 98% owned and operated by independent franchisees. This report is limited to Domino's corporate operations only, including Canadian supply chain centers and US corporate, store, and supply chain center operations. <a href="#">2021 10-K</a> , pages 3-7			
Scale of the organization	102-7	Total Number of Employees: Domino's employed approximately 13,500 people as of January 2, 2022. <a href="#">2021 10-K</a> , page 10 Total Number of Operations: <a href="#">2021 10-K</a> , pages 5-7 Revenues: <a href="#">2021 10-K</a> , page 53 Quantity of Products or Services Provided: <a href="#">2021 10-K</a> , pages 3-7			
Information on employees and other workers	102-8.A	<b>Total number of employees by employment contract (permanent and temporary), by gender*</b>			
		<b>DOMINO'S 2021 TEAM MEMBERS</b>			
		<b>DISCLOSED GENDER</b>			
			<b>Female</b>	<b>Male</b>	<b>Undisclosed</b>
		<b>OFFICE</b>			
		Permanent	513	759	0
		Temporary	4	1	0
		<b>SUPPLY CHAIN</b>			
		Permanent	362	2538	32
		Temporary	0	0	0
		<b>STORE</b>			
		Permanent	2531	5977	0
		Temporary	1	0	0
*Less than 1% of team members were temporary employees in 2021, excluding contractors. Contractors were included in 2019 data that was included in Domino's 2021 Stewardship Report but not in 2021 data included herein. All team member data is reflective of team Members employed at January 2, 2022. Domino's Franchisees are independent businesses and their employees are not our employees.					

Disclosure Title	Disclosure Number	Response			
Information on employees and other workers	102-8.C	<b>Total number of employees by employment type (full-time and part-time), by gender*</b>			
		<b>DOMINO'S 2021 TEAM MEMBERS</b>			
		<b>DISCLOSED GENDER</b>			
			<b>Female</b>	<b>Male</b>	<b>Undisclosed</b>
		<b>OFFICE</b>			
		Full-Time	513	760	0
		Part-Time	4	0	0
		<b>SUPPLY CHAIN</b>			
		Full-Time	362	2538	32
		Part-Time	0	0	0
		<b>STORE</b>			
		Full-Time	938	1879	0
		Part-Time	1594	4098	0
*Contractors were included in 2019 data that was included in Domino's 2021 Stewardship Report but not in 2021 data included herein. All team member data is reflective of team Members employed at January 2, 2022. Domino's Franchisees are independent businesses and their employees are not our employees.					
Supply chain	102-9	<a href="#">2021 10-K</a> , page 7			
Significant changes to the organization and its supply chain	102-10	<a href="#">2021 10-K</a> , page 7			
Precautionary Principle or approach	102-11	Domino's does not have an official policy as it pertains to the Precautionary Principle, but we do assess risks across the company. <a href="#">2021 10-K</a> , pages 14-28			
External initiatives	102-12	Domino's is a member of the Dairy Sustainability Alliance and the Roundtable on Sustainable Palm Oil. We are looking at future opportunities to expand our involvement with external initiatives and organizations as we continue to progress our ESG program.			
Membership of associations	102-13	<a href="#">Dairy Sustainability Alliance</a> <a href="#">Roundtable on Sustainable Palm Oil</a> <a href="#">The Recycling Partnership</a> <a href="#">National FFA Organization</a> <a href="#">EPA SmartWay Program</a> <a href="#">American Pizza Community</a> <a href="#">National Restaurant Association</a> <a href="#">Food Waste Reduction Alliance</a> <a href="#">National Retail Federation</a> <a href="#">Animal Agriculture Alliance</a>			
<b>STRATEGY</b>					
Statement from senior decision-maker ("CEO letter")	102-14	<a href="#">CEO Letter</a>			
Key impacts, risks, and opportunities (high-level strategy)	102-15	<a href="#">CEO Letter</a> <a href="#">What Matters Most: What Our Materiality Assessment Revealed section in our 2021 Stewardship Report</a> , page 5 <a href="#">Environmental Footprint</a> <a href="#">Responsible Sourcing</a> <a href="#">Empowering People</a> <a href="#">Community Impact</a> <a href="#">2021 10-K</a> , pages 8-12			

Disclosure Title	Disclosure Number	Response
<b>ETHICS AND INTEGRITY</b>		
Values, principles, standards, and norms of behavior	102-16	<a href="#">Empowering People Section</a> <a href="#">Supplier Code of Conduct</a> <a href="#">Code of Business Conduct and Ethics</a> <a href="#">Equal Employment Opportunity Policy</a> Whistleblower Policy <a href="#">Code of Professional Conduct for Senior Financial Officers</a>
Mechanisms for advice and concerns about ethics	102-17	<p>At Domino's, we are committed to ethical and appropriate behavior in all aspects of our business. Every team member, regardless of position, shares in the responsibility for promoting a positive, ethical work culture. Our Code of Ethics is publicly available on our website. We expect all directors, officers and employees to conduct our business ethically and with integrity. We have an open-door policy concerning questions or issues of non-compliance with the Code of Ethics or any other Company policy. Employees can also anonymously ask questions regarding or report any ethical concerns via our Ethics Website or by contacting our Domino's Ethics Hotline. Domino's will not allow any form of retaliation against team members who make reports or who cooperate in the Company's investigation of such reports.</p> <p>Our <a href="#">Supplier Code of Conduct</a> is publicly available on our website and establishes our expectations for ethical behavior at our suppliers, including anti-corruption policies and clauses on human rights. All of our suppliers are expected to adhere to our Supplier Code of Conduct.</p>

## GOVERNANCE

Governance structure	102-18	<a href="#">Corporate Governance</a> <a href="#">2022 Proxy Statement</a> , pages 16-24 <a href="#">Corporate Governance website</a> <a href="#">Corporate Governance Principles</a> <p>Given the importance of environmental, social and governance ("ESG") initiatives, the entire Board has determined to retain oversight of such initiatives and support the implementation of the Company's ESG priorities rather than delegate these efforts to a specific Committee. Board oversight is of ESG matters in general, rather than concentrating oversight of all ESG initiatives into any one Committee. Currently, the Board takes the approach that certain matters are most appropriately overseen by the Board as a whole. For other topics, the most appropriate Committee should maintain oversight.</p> <p>At the operational level, the Senior Vice President of Global Development &amp; Sustainability assesses and manages ESG risks and shapes ESG strategy for the organization in partnership with other senior leaders who comprise our cross-functional ESG Steering Committee, including members of the Domino's Leadership Team and other Company executives. This Stewardship Steering Committee is responsible for setting direction and driving accountability as we work to address material issues, work with key stakeholders and measure and report our progress.</p>
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## STAKEHOLDER ENGAGEMENT

List of stakeholder groups	102-40	<a href="#">What Matters Most: What Our Materiality Assessment Revealed section in our 2021 Stewardship Report</a> , page 5
Collective Bargaining Agreements	102-41	None of our employees are covered by a collective bargaining agreement.
Identifying and selecting stakeholders	102-42	<a href="#">What Matters Most: What Our Materiality Assessment Revealed section in our 2021 Stewardship Report</a> , page 5
Approach to stakeholder engagement	102-43	Domino's engagement with stakeholders ranges from one-time discussions to regular interaction and partnership on projects. <a href="#">What Matters Most: What Our Materiality Assessment Revealed section in our 2021 Stewardship Report</a> , page 5
Key topics and concerns raised	102-44	<a href="#">What Matters Most: What Our Materiality Assessment Revealed section in our 2021 Stewardship Report</a> , page 5

Disclosure Title	Disclosure Number	Response
<b>REPORTING PRACTICE</b>		
Entities included in the consolidated financial statements	102-45	<a href="#">2021 10-K</a> , page 57; Exhibit 21 to <a href="#">2021 10-K</a>
Defining report content and topic Boundaries	102-46	We engage routinely with key stakeholders to ensure we have the most updated input on the ESG topics that are most important to them. Inputs from Domino's materiality assessments and environmental footprint help guide our reporting and key focus areas.  <a href="#">What Matters Most: What Our Materiality Assessment Revealed</a> section in our <a href="#">2021 Stewardship Report</a> , page 5
List of material topics	102-47	<a href="#">What Matters Most: What Our Materiality Assessment Revealed</a> section in our <a href="#">2021 Stewardship Report</a> , page 5
Restatements of information	102-48	We have no restatements of information to report in 2021.
Changes in reporting	102-49	We have no significant changes from previous reporting periods to report.
Reporting period	102-50	<a href="#">About This Report</a>
Date of most recent report	102-51	December 2021
Reporting cycle	102-52	Annual
Contact point for questions regarding the report	102-53	<a href="mailto:stewardship@dominos.com">stewardship@dominos.com</a>
Claims of reporting in accordance with the GRI Standards	102-54	GRI referenced
GRI content index	102-55	<a href="#">2021 GRI Content Index</a>
External assurance (if available)	102-56	We do not currently seek external assurance for our report.

## GRI 200: ECONOMIC

### GRI 201: ECONOMIC PERFORMANCE

Explanation of the material topic and its Boundary	103-1	
The management approach and its components	103-2	<a href="#">2021 10-K</a>
Evaluation of the management approach	103-3	
Direct economic value generated and distributed	201-1	<a href="#">2021 10-K</a> , page 53
Defined benefit plan obligations and other retirement plans	201-3	Domino's offers a 401(k) plan to eligible team members and matches the first 5% of 401(k) contributions dollar for dollar. Team members must be 18 years old and have worked 1,000 hours to participate.  36.6% of eligible employees participated in the 401(k) plan in 2021.  Annual Report on <a href="#">Form 11-K</a> for the fiscal year ended December 31, 2021 for the Domino's Pizza 401(K) Savings Plan.

Disclosure Title	Disclosure Number	Response
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## GRI 300: ENVIRONMENTAL

### GRI 301: MATERIALS

Explanation of the material topic and its Boundary	103-1	<a href="#">Responsible Sourcing</a>  Substantially all of Domino's menu items are served in cardboard boxes, which contain 70% - 100% recycled fiber. Responsible Sourcing: <a href="#">Sustainable Packaging</a>
The management approach and its components	103-2	
Evaluation of the management approach	103-3	
Recycled input materials used	301-2	

### GRI 302: ENERGY

Explanation of the material topic and its Boundary	103-1	<a href="#">Environmental Footprint</a>
The management approach and its components	103-2	
Evaluation of the management approach	103-3	
Energy consumption within the organization		<b>GJ</b>
	Total estimated fuel consumption from non-renewable sources (diesel, natural gas, propane)	389,078
	Total fuel consumption from renewable sources	-
	Total estimated electricity consumption from non-renewable sources (includes heating & cooling)	401,781
	Total electricity consumption from renewable sources (includes heating & cooling)	-
	Total steam consumption	-
	Total estimated energy consumption (diesel, natural gas, propane, electricity)	790,860
<i>Includes Domino's corporate-owned supply chain centers, stores, and offices. Calculated using EIA &amp; MIT conversion factors, following the GHG protocol. All electricity consumption is supplied from grid electricity.</i> <i>Additional Matter: Third-Party Verification</i>		

Disclosure Title	Disclosure Number	Response
<b>GRI 303: WATER AND EFFLUENTS</b>		
Explanation of the material topic and its Boundary	103-1	<a href="#">Environmental Impact: Water</a>
The management approach and its components	103-2	
Evaluation of the management approach	103-3	
Water withdrawal	303-3	<p>Based on 2021 utility bills and estimations in limited circumstances where data was not available, the total estimated water withdrawals for Domino's corporate stores, offices, and supply chain centers in 2021 was estimated to be 852,421 m<sup>3</sup> (852.42 ML). All material withdrawals were from freshwater, third-party municipal systems. This does not include indirect water consumption, which is discussed further in the Water section.</p> <p>Total estimated 2021 withdrawal in water stress areas, defined as 'high' or 'extremely high' baseline water stress by World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct, was estimated to be 214,570 m<sup>3</sup> (214.57 ML).</p>
Water discharge	303-4	<p>Total estimated water discharges for Domino's corporate stores and supply chain centers in 2021 was estimated to be 757,281 m<sup>3</sup> (757.28 ML). This assumes that all water not otherwise consumed in dough production or making pizza sauce in corporate stores was discharged. All discharges were to freshwater municipal treatment facilities. This does not include indirect water consumption, which is discussed further in the Water section.</p> <p>Total estimated 2021 water discharge in water stress areas, defined as 'high' or 'extremely high' baseline water stress by World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct, was estimated to be 186,492 m<sup>3</sup> (186.49 ML).</p> <p>Domino's seeks to follow all applicable local laws and regulations for water discharge quality and quantity and our facilities are designed to produce discharges consistent with local requirements.</p>
Water consumption	303-5	<p>Total estimated water consumption for Domino's corporate stores and supply chain centers in 2021 was estimated to be 95,140 m<sup>3</sup> (95.14 ML). This includes water consumed in dough production and in making pizza sauce.</p> <p>Total estimated 2021 water consumption in water stress areas, defined as 'high' or 'extremely high' baseline water stress by World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct, was estimated to be 28,078 m<sup>3</sup> (28.08 ML).</p> <p>This does not include indirect water consumption. Domino's total water footprint inclusive of indirect consumption was 101 million m<sup>3</sup> in 2021. For details on this figure, please see the Water section of our Stewardship Report.</p>

### GRI 305: EMISSIONS

Explanation of the material topic and its Boundary	103-1	<a href="#">Environmental Footprint: Greenhouse Gas Emissions</a>
The management approach and its components	103-2	
Evaluation of the management approach	103-3	
Direct (Scope 1) GHG emissions	305-1	2021 estimated Scope 1 GHG emissions: 126,035 metric tons of CO <sub>2</sub> eq
Energy indirect (Scope 2) GHG emissions	305-2	2021 estimated Scope 2 GHG emissions: 41,953 metric tons of CO <sub>2</sub> eq
Other indirect (Scope 3) GHG emissions	305-3	<p>2021 estimated Scope 3 GHG emissions: 3,818,023 metric tons of CO<sub>2</sub>eq</p> <p>Estimated GHG emissions include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>) and were calculated in accordance with the GHG Protocol. Following GHG Protocol Guidance, CO<sub>2</sub> emissions from degradation of both fossil and biogenic carbon contained in waste and CH<sub>4</sub> emissions from decomposition of biogenic materials in landfill or waste to energy (WTE) technologies are captured in the overall corporate carbon footprint. All other biogenic CO<sub>2</sub> emissions are excluded under the carbon neutrality assumption.</p> <p>In 2020, Domino's switched GHG emission calculation methods from location based to market based. This will impact the comparability between 2019 and future years' emissions figures.</p> <p><a href="#">Environmental Footprint: Greenhouse Gas Emissions</a></p> <p><a href="#">Additional Matters: Third-Party Verification</a></p>

Disclosure Title	Disclosure Number	Response
Reduction of GHG emissions	305-5	In 2021, we had an estimated reduction of .002 MMT of CO <sub>2</sub> eq of scope 1 emissions from our 2020 scope 1 emissions due to a decrease in refrigerant leakage and Team USA delivery miles driven. We continue to actively monitor and assess additional emission reduction initiatives to implement.

### GRI 306: WASTE

Explanation of the material topic and its Boundary	103-1	
The management approach and its components	103-2	<a href="#">Environmental Impact: Waste</a>
Evaluation of the management approach	103-3	
Waste generation and significant waste-related impacts	306-1	<a href="#">Environmental Impact: Waste</a>
Management of significant waste-related impacts	306-2	<a href="#">Environmental Impact: Waste</a>
Waste generated	306-3	At directly operated facilities in supply chain, corporate stores and headquarters, Domino's estimates it generated approximately 35,473 tons of waste in 2021. This encompasses data available from our primary waste vendors and estimates extrapolated where data was unavailable. <a href="#">Environmental Impact: Waste</a>
Waste diverted from disposal	306-4	Of the estimated 35,473 tons of waste generated in 2021 at directly operated facilities in supply chain, corporate stores and headquarters, Domino's estimates approximately 39%, or 13,873 tons, was diverted from disposal. This encompasses data available from our primary waste vendors and estimates extrapolated where data was unavailable. We do not generate material quantities of hazardous waste. <a href="#">Environmental Impact: Waste</a>
Waste directed to disposal	306-5	Of the estimated 35,473 tons of waste generated in 2021 at directly operated facilities in supply chain, corporate stores and headquarters, Domino's estimates approximately 61%, or 21,600 tons, was directed to disposal. This encompasses data available from our primary waste vendors and estimates extrapolated where data was unavailable. We do not generate material quantities of hazardous waste. <a href="#">Environmental Impact: Waste</a>

Disclosure Title	Disclosure Number	Response
<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		
Explanation of the material topic and its Boundary	103-1	<a href="#">Responsible Sourcing</a>
The management approach and its components	103-2	
Evaluation of the management approach	103-3	
Negative environmental impacts in the supply chain and actions taken	308-2	<a href="#">Responsible Sourcing</a>
<b>GRI 400: SOCIAL</b>		
<b>GRI 401: EMPLOYMENT</b>		
Explanation of the material topic and its Boundary	103-1	<a href="#">Empowering People</a>
The management approach and its components	103-2	
Evaluation of the management approach	103-3	
Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	<a href="#">Employee Wellbeing; 2022 Proxy Statement</a> , page 21
<b>GRI 404: TRAINING AND EDUCATION</b>		
Explanation of the material topic and its Boundary	103-1	<a href="#">Empowering People: Development Pathways</a>
The management approach and its components	103-2	
Evaluation of the management approach	103-3	
Programs for upgrading employee skills and transition assistance programs	404-2	<a href="#">Empowering People: Development Pathways; 2022 Proxy Statement</a> , page 22
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY</b>		
Explanation of the material topic and its Boundary	103-1	<a href="#">Empowering People: Development Pathways; 2022 Proxy Statement</a> , page 22
The management approach and its components	103-2	
Evaluation of the management approach	103-3	



Disclosure Title	Disclosure Number	Response			
	405-1	<b>DOMINO'S 2021 TEAM MEMBERS*</b>			
		<b>DISCLOSED GENDER</b>			
			<b>Female</b>	<b>Male</b>	<b>Unknown</b>
		Office	41%	59%	0%
		Supply Chain	12%	87%	1%
		Store	30%	70%	0%
		Total Company	27%	73%	<1%
		Company Leadership (Director & Above)	33%	67%	0%
		Board of Directors	33%	67%	0%
		*Contractors were included in 2019 data that was included in Domino's 2021 Stewardship Report but not in 2021 data included herein. All team member data is reflective of team Members employed at January 2, 2022. Domino's Franchisees are independent businesses and their employees are not our employees.			
			<b>DOMINO'S 2021 TEAM MEMBERS*</b>		
			<b>AGE</b>		
			<b>&lt;30</b>	<b>30-50</b>	<b>&gt;50</b>
		Office	19%	65%	16%
		Supply Chain	20%	59%	21%
		Store	63%	25%	12%
		All Company	48%	37%	15%
		Company Leadership (Director & Above)	1%	72%	27%
		Board of Directors	0%	22%	78%
		*Contractors were included in 2019 data that was included in Domino's 2021 Stewardship Report but not in 2021 data included herein. All team member data is reflective of team Members employed at January 2, 2022. Domino's Franchisees are independent businesses and their employees are not our employees.			
			<b>DOMINO'S 2021 TEAM MEMBERS*</b>		
		<b>ETHNICITY</b>			
		<b>White</b>	<b>Person of Color</b>	<b>Not Specified</b>	
	Office	67%	26%	7%	
	Supply Chain	31%	58%	11%	
	Store	43%	47%	10%	
	All Company	43%	48%	9%	
	Company Leadership (Director & Above)	71%	23%	6%	
	Board of Directors	78%	22%	0%	
	*Contractors were included in 2019 data that was included in Domino's 2021 Stewardship Report but not in 2021 data included herein. All team member data is reflective of team Members employed at January 2, 2022. Domino's Franchisees are independent businesses and their employees are not our employees.				
Ratio of basic salary and remuneration of women to men	405-2	At Domino's we are committed to compensation that is fair and equitable, based on both market-based and performance-based metrics. We undertake regular reviews to ensure that there are no distinguishable pay disparities by gender, age or race. <a href="#">Empowering People: Pay Equity and Representation of Diverse Talent</a>			

Disclosure Title	Disclosure Number	Response
<b>GRI 413: LOCAL COMMUNITIES</b>		
Explanation of the material topic and its Boundary	103-1	<p data-bbox="639 306 841 338"><a href="#">Community Impact</a></p> <p data-bbox="639 428 1446 541">Domino's works with local authorities when constructing new facilities and is committed to following all applicable laws and complying with applicable local market regulations related to permitting and zoning as well as applicable local employment and occupational safety practices.</p>
The management approach and its components	103-2	
Evaluation of the management approach	103-3	
Operations with local community engagement, impact assessments, and development programs	413-1	