
DIVERSITY, EQUITY AND INCLUSION POLICY **("DEI Policy")**

Franchise Group, Inc. ("FRG" or the "Company") is dedicated to fostering, cultivating, preserving and celebrating a culture of diversity, equity and inclusion ("DEI"). This DEI Policy encompasses FRG's commitments and our initiatives with respect to diversity, equity and inclusion. The DEI Policy is overseen by FRG's Board of Directors through its Nominating and Corporate Governance Committee and the executive management team. This DEI Policy is embedded in FRG's Code of Conduct and Associate Handbook.

Our human capital is the most valuable asset we have. Maintaining a diverse leadership and

Company's business activities. Such acts will be dealt with as misconduct under the Company's Code of Conduct disciplinary procedures, and appropriate action will be taken.

5. Make opportunities for training, development and progress available to all employees to help and encourage them to develop their full potential, so their talents and resources can be fully utilized to maximize the efficiency of the Company.
6. Review employment practices and procedures when necessary to ensure fairness, and also update them and the DEI Policy to take account of changes in the law.
7. Monitor the make-up of our workforce utilizing available and voluntary information such as age, sex or gender, gender identification, ethnic background, sexual orientation, national origin, citizenship, military service and veteran status, marital status or disability, to encourage equality, diversity and inclusion, and meet the spirit set out in this DEI Policy. Monitoring will also include assessing how this DEI Policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

on or off the work site, and at all other Company-sponsored and participative events.

Employees with concerns about behavior that may violate the Company's DEI Policy and initiatives of prohibiting discrimination and harassment can report through various options including: (1) contact with their direct supervisor; (2) report using the Company's anonymous ethics hotline at (844) 989-1499 or website at <https://franchisegroup.ethicspoint.com>; (3) contact the Human Resources department; or (4) contact the Company's Deputy General Counsel. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action as provided for in the FRG Associate Handbook and Code of Conduct.