

BAB, Inc. Officers and Directors

Michael Evans: Chief Executive Officer, President and Chairman of the Board of Directors

Geraldine Conn: Chief Financial Officer, Treasurer and Director

Brian Evans: Chief Operating Officer and Corporate Secretary

Steven Feldman: Director

James Lentz: Director

Board Diversity

Each of the categories listed in the below table has the meaning as it is used in Nasdaq Rule 5605(f).

BAB, Inc. Board Diversity Matrix as of February 5, 2026

Total Number of Directors:	4			
Part 1: Gender Identity	Male	Female	Non-Binary	Gender Undisclosed
Directors:	3	1	—	—
Part 2: Demographic Background				
(Number of directors who identify in any of the categories below):				
African American or Black	—	—	—	—
Alaskan Native or American Indian	—	—	—	—
Asian	—	—	—	—
Hispanic or Latin	—	—	—	—
Native Hawaiian or Pacific Islander	—	—	—	—
White	3	1	—	—
Two or more races or ethnicities	—	—	—	—
Race undisclosed	—	—	—	—

Of our four current directors, 0 (0%) identify as having at least one diversity characteristic (i.e. female, non-binary, LGBTQ+ or race or ethnicity other than white).

BAB, Inc., (the “Company”) is committed to a diverse, inclusive, and equitable environment where all board members, officers, and employees feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, or any other bias. We respect the value that diverse life experiences bring to our board, officers, and employees, and we strive to listen to their views and give them value. We recognize that the process of creating and implementing good diversity policies will take time, but we remain committed to being nondiscriminatory and providing equal opportunities for employment and advancement in all areas of work, and in board representation.