



2024

Sustainability Report





Dear Friends,

Sitting here in our Califia Collaboration Center, it's amazing to reflect on how our legacy of creating irresistibly delicious plant-based beverages began 15 years ago. What started as a dream to create something different—something better—has grown into a movement. But through it all, we've stayed true to what matters most: the health of our people and our planet.

Born in California, we're inspired daily by the beauty of our natural surroundings and the goodness plants bring to our lives. That's why our team remains dedicated to our mission: *to create a future where plants replace dairy, without compromise*. We believe plant-based beverages are key to building healthier communities

and a more sustainable world. While the future holds its uncertainties, one thing we know for sure: people have the power to create lasting change. And our team continues to rise to the challenge—working hard to reduce our environmental impact and drive progress toward a more sustainable future.

In this 2024 Sustainability Report, you'll see our environmental impact in action, including:

- ✓ Quadrupling the pounds of organic ingredients sourced in 2024 compared to last year
- ✓ Implementing numerous energy efficiencies at our manufacturing facility
- ✓ Giving back to our local communities with over 600 hours of volunteer service
- ✓ Minimizing emissions within our supply chain by sourcing recycled plastic to make our bottles

We're proud of what we've accomplished—and even more excited about what's ahead. We'll keep listening, learning, and finding innovative ways to do better—for our planet and for all of us.

Because every step forward is a win for the future we share.

Sincerely,

Dave Ritterbush, CEO





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Our Sustainability Journey

We embarked on our sustainability journey the moment we set out to produce delicious, nutritious products that make the transition to plant-based eating easy. But beyond our products, we recognize that businesses have an environmental impact—and an important role to play in managing and mitigating it. Our materiality assessment will guide us as we tackle sustainability in ways most relevant to our business, planet, and stakeholders.

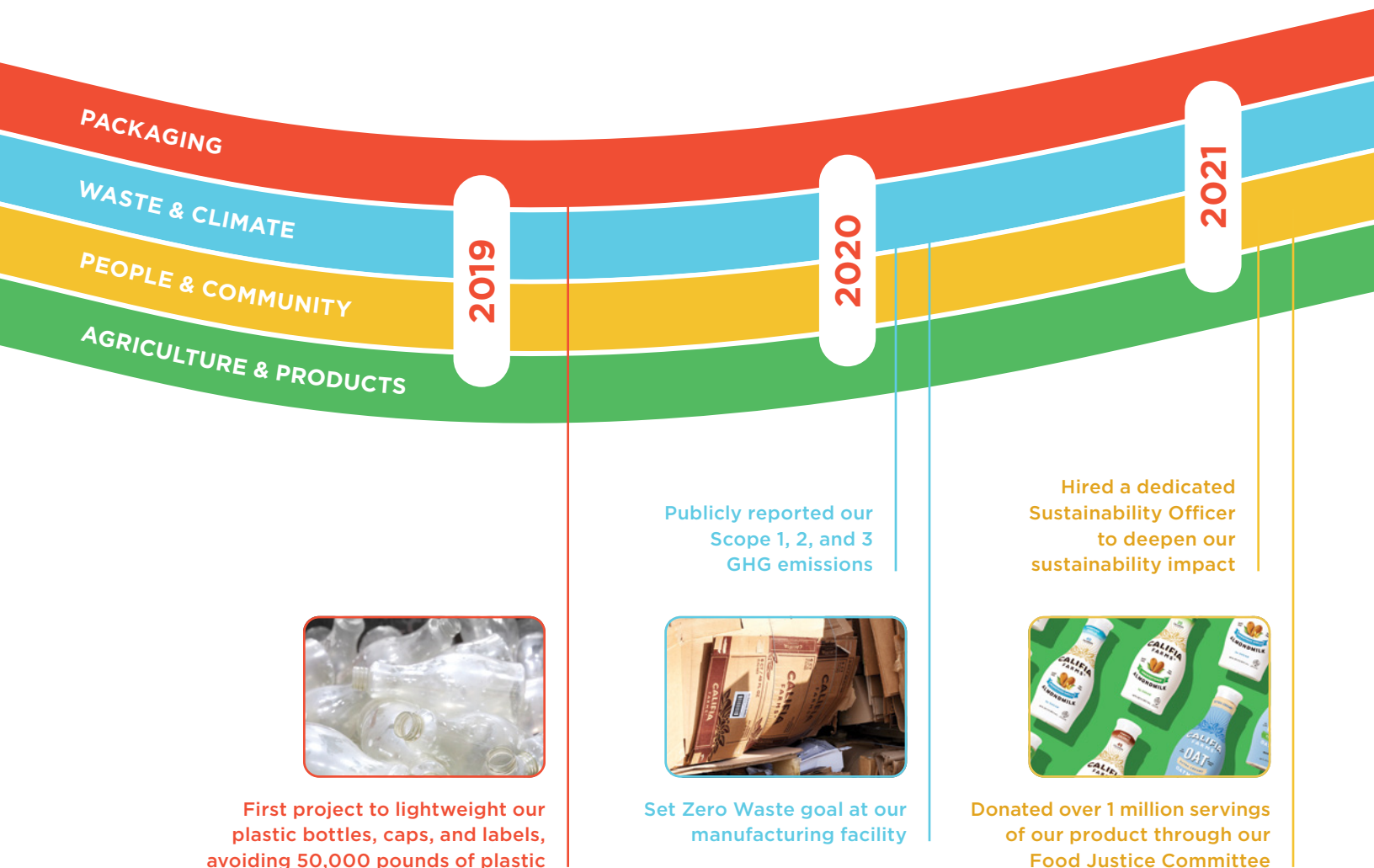
Check out our progress over the years! We've designed (and redesigned!) our packaging to use less plastic and paper, worked hard to use 100% recycled plastic* for our curvy, iconic bottle, and nurtured a long-standing relationship with our almond growers who are stewards of water conservation. We also continue to work toward diverting waste from landfills.

MISSION

Create a future where plants replace dairy, without compromise.

VISION

Inspire people to eat more plant-based foods for the betterment of people and planet.

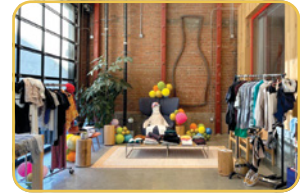




Launched two USDA certified organic products



100% recycled plastic bottles* hit shelves in the U.S. and Canada



Hosted our first internal clothing swap

Avoided 4 million pounds of plastic packaging through lightweighting, the equivalent GHGs of driving 22 million miles**

Improved energy efficiency at our manufacturing facility by repairing steam traps, fixing air leaks, replacing motor belts, and installing LEDs

2022

2023

2024

Moved to all bio-based plastics in our Tetra Pak® cartons in the UK & EU

Hit 82% on our Zero Waste Goal at our manufacturing facility



100% of our organic almonds are Bee Friendly Farming® certified

Increased our donations to 2.3 million servings and collectively volunteered over 600 hours

Optimized our transportation network avoiding 2.8 million truck miles



Our L.A. Collaboration Center was certified as a GREEN Business



Launched 8 new USDA certified organic products

Planted trees for the 2nd year in a row with TreePeople

*Does not include plastic cap or sleeve

**United States EPA Greenhouse Gas Equivalencies Calculator (2024)

The Power of Culture

Happy Earth Day!

Earth Day has been celebrated every April 22 since 1970, marking important milestones like the creation of the Environmental Protection Agency and the passage of the Clean Air Act and the Clean Water Act.¹ This day is a reminder of how far we've come—and how much more we can do to care for our shared home.

This year, take a moment to reflect on your connection to the planet and the small steps you can take to make a difference. Whether it's adding more plant-based foods to your meals, walking instead of driving for your next errand, or composting your food scraps—keep doing what you can, your way. Because together, it all adds up!





Califians planting trees in Los Angeles, CA

Our Earth Day Tradition Continues...More Trees, Please!

We continued our annual tradition of a Service Day to celebrate Earth Day by planting trees. In 2024, our company dedicated 213 hours to partnering with TreePeople to help bring greater tree coverage to urban areas. We've been planting trees every year since 2023 in local parks and neighborhoods that lack tree canopy.

Shade from trees plays a crucial role in cooling heat islands—urban areas where buildings, roads, and infrastructure absorb and re-emit heat, leading to higher temperatures.² Tree shade is especially important during summer heat waves, reducing surface temperatures by up to 40 degrees Fahrenheit and air temperatures by up to 10 degrees Fahrenheit.³ Not to mention, trees help capture rainwater, prevent soil erosion, and serve as a cost-effective solution to climate change.⁴



Alex Correa and Gina Ayala

Promoting Plant-Curious Living

At Califia Farms, we're on a mission to create a future where plants replace dairy, without compromise. Because plant-based is planet-based, and our wide variety of plant-based milks, creamers, coffees, and culinary items makes it easier for you to take part.

It is estimated that nearly a quarter of global greenhouse gas emissions come from our food system, and plant-based foods can play a major role in reducing our collective impact.⁵ Research shows that emissions from plant-based foods account for just 29% of food production, compared to 57% for animal-based foods.⁶ That's one big reason we're plant-obsessed!

Califia Farms is also looking at the broader health of our food and has joined forces with the [Food Integrity Collective](#) to co-create a food system that nourishes life. We're working with a close-knit group of consumer packaged goods companies to advance food integrity within the retail food system by supporting and restoring health in human beings, communities, and the planet*- stay tuned for 2025!



*Organized by the Non-GMO Project in 2024:
About — [Food Integrity Collective](#)



**Whether it's almond creamer in your coffee,
Heavy Whip in your soup, or oat milk in your smoothie,
there's a delicious plant-based option
for every occasion.**

Our People Make It Possible

At Calafia Farms, our talented and passionate team is at the heart of everything we do. Our culture thrives on collaboration, turns insights into action, and embraces a challenger spirit to shake up the industry for the better.

Diversity in leadership and across our teams has grown naturally from our commitment to fostering an inclusive culture where talent thrives. Today, our Senior Leadership Team reflects a broad range of experiences, backgrounds, and perspectives—including half of the roles held by women and an increasing representation of individuals from diverse ethnicities, cultures, and professional experiences.

Creating Coffee Community

Coffee is more than just a drink—it's an experience that connects people and celebrates craftsmanship. To honor this, we hosted our first-ever Coffee Fest Kickoff Party for L.A. Coffee Fest at our Los Angeles Collaboration Center, bringing together local baristas and neighbors to celebrate all things coffee.

Guests showcased their best latte art using Calafia Farms Barista Blends, with Coffee Director Lena Enriquez of Layla Bagels & Coffee taking home first place. Meanwhile, East West Shop hosted a natural dye station, creatively upcycling Calafia coffee grounds to tie-dye bandanas. This event was all about community, collaboration, and—of course—coffee.

“Calafia’s Oat and Almond Barista Blends have a nice, silky consistency when steaming up latte art. It tastes great, but also pours and looks beautiful.”

Lena Enriquez, Coffee Director,
Layla Bagels & Coffee



2024 Highlights

55%

of Calafia’s Senior
Leadership Team
are women

352

days without injury
at our Bakersfield, CA,
manufacturing facility

653

hours of volunteer service
in our local communities



Califia Employee Committees in Action

At Califia Farms, our four volunteer committees are powered by employee passion and commitment. In 2024, we saw a 4% increase in employee engagement, with 24% of our team participating in one or more committees—driving meaningful change across our communities. Almost one in four Califians dedicated time to a committee—that's commitment!

FOOD JUSTICE COMMITTEE

Focused on giving back, this committee organizes volunteer events, product donations, and financial support for food justice organizations in Los Angeles and Bakersfield, California. Our partners include Garden School Foundation, Food Forward, Golden Empire Gleaners, and Community Action Partnership of Kern. In 2024, we hosted two company-wide volunteer days, donated the equivalent of one million 8 oz servings of Califia products, and organized our annual Holiday Giving Drive. Through these efforts, we're building stronger connections between Califia, our communities, and the causes we care about most.



PLANT EMPLOYEE ENGAGEMENT COMMITTEE

This committee fosters connection and collaboration at our Bakersfield manufacturing facility through team-building activities and recognition programs. Highlights from the past year include:

- ✓ An interactive installation for Martin Luther King Jr. Day
- ✓ A Family Picnic and Plant Tour that brought the team together
- ✓ A "Back-to-School" backpack and school supplies donation drive for employees' families and the community





Califians at Sun Valley Recycling Center



L.A. GREEN TEAM COMMITTEE

The L.A. Green Team Committee works to inspire sustainability awareness and action at our Los Angeles headquarters through hands-on initiatives and educational opportunities. In 2024, the team:

- ✓ Installed an eco-lending library for sharing books and resources on greener living
- ✓ Organized a field trip to a waste and recycling sorting facility
- ✓ Hosted a clothing swap to promote circular fashion

EDUCATION COMMITTEE

Our most active committee is expanding our collective knowledge around diversity, sustainability, and health. In 2024, the committee hosted education sessions on topics like Unconscious Bias, Food Waste, and Community Forestry.

86% of clothing ends up in landfills or incinerators⁷—that's equivalent to a trash truck of clothes being discarded every second.⁸

Health & Safety

The health and safety of the people making our products are essential to our workplace. Preventative measures and collaboration help ensure our team stays safe. In 2024, our team achieved 352 consecutive days without injury, thanks to monthly training, audits, employee observations, and ongoing suggestions for continuous improvement.

A Year of Progress

Dispensing At a Campus Near You

Our plant obsession is taking over dining halls! Califia Farms plant-based milks are now available at over 150 student campuses across the U.S. in a multi-serve dispenser.

This means more health-conscious, climate-conscious, and plant-curious consumers can easily enjoy delicious alternatives to dairy—all while supporting a more sustainable future.





Enjoy Oatmilk, Chocolate Peamilk, and Soymilk—three delicious, plant-based options ready to pour.

Add them to your cereal, drink them straight, or take them on the go in your reusable bottle.



Universities across the country are turning to plant-based options to reduce their climate impact and meet sustainability goals—and we're there to support them.

New York University recently announced its commitment to NYC's voluntary Plant-Powered Carbon Challenge, pledging to reduce food-based emissions by 25% by 2030.⁹ NYU plans to achieve this by incorporating more plant-forward options in dining halls and redesigning menus to highlight plant-based choices first. We are thrilled to have Califia's dispensers in select dining halls to support this goal.

At Califia Farms, we're here to make a difference. As part of the plant-based revolution, we're driven by our love for what we do, our belief in what we're building, and our commitment to planting a healthier future—together.

The Magic of Organic

In 2024, we quadrupled the pounds of USDA Certified Organic ingredients we used compared to 2023 and introduced eight brand-new organic products. Why? Because we believe organic provides multiple benefits—for you and for the planet.

Good for You, Good for the Planet

Here's why going organic matters:¹⁰

- ✓ **Healthier Food:** Organic foods can have up to 69% more antioxidants than their non-organic counterparts.
- ✓ **Thriving Ecosystems:** Organic farming supports 50% more pollinator diversity than conventional methods, helping bees and butterflies flourish.
- ✓ **A Cleaner Planet:** Organic soil contains 44% more stable sequestered carbon than conventional soil, making it more effective at keeping carbon out of the atmosphere.



What Makes Our Organic Vanilla Almondmilk So Special

With just four simple ingredients, our Organic Vanilla Almondmilk is made with care:

- ✓ **Water:** Pure and refreshing
- ✓ **Organic Almonds:** Grown with sustainable practices
- ✓ **Organic Pure Vanilla Extract:** Naturally sweet and aromatic
- ✓ **Sea Salt:** Just a pinch for balance

Every bottle is crafted with a commitment to deliciousness that's better for you and the planet.



The Story Behind Our Organic Vanilla

Our USDA Certified Organic Vanilla comes from smallholder farmer cooperatives in Madagascar, where the tropical climate nurtures its pure, delicate flavor. Our supplier shares that these farmers receive support through training programs, housing initiatives, and financial inclusion efforts that help them grow and thrive.

Sustainable practices like planting fruit trees, no-till farming, and nitrogen-fixing cover crops help to create a healthy ecosystem, enabling both the land and the farmers to flourish.



Growing Flavor with Purpose

As a founding member of the [Sustainable Vanilla Initiative](#), our supplier is committed to socially and environmentally responsible vanilla production—supporting communities while protecting the planet.¹¹



Vanilla orchids bloom just once a year for 24 hours and must be pollinated by hand. Afterward, the beans mature for nine months under the shade of fruit trees before harvest—resulting in the extraordinary flavor you taste in our Organic Vanilla Almondmilk.



**We quadrupled the
pounds of USDA Certified
Organic ingredients
we used in 2024
compared to 2023.**



The Story Behind Our Organic Almonds

Our USDA Certified Organic Almonds are primarily grown in the Mediterranean-like climate of California's San Joaquin Valley, where regenerative farming practices help protect the planet. From increasing compost application to sequestering carbon and conserving water, our growers are leading the way in sustainable agriculture.

In fact, our supplier will be the first in the almond industry to transform almond shells into biochar. When their biochar facility is fully operational—expected by Q1 2026—the biochar produced will provide a range of benefits when integrated back into agricultural land.



Why Biochar is a Sustainability Star

With its coral-like porous structure, biochar does it all:¹²

- ✓ Increases nutrient-holding capacity
- ✓ Improves soil moisture retention
- ✓ Sequesters carbon in the soil for centuries



Biochar acts as a moisture magnet in soil, helping plants retain access to water for longer and reducing the need for frequent irrigation.¹³ And that's not all—our growers also conserve water with micro-drip irrigation and groundwater recharge basins, replenishing aquifers with excess rain and snowmelt.¹⁴

Packaging Designed for Circularity

At Califia Farms, we're committed to keeping our packaging moving through a circular economy—where waste and pollution are minimized, products and materials are reused and recycled, and nature is regenerated.¹⁵



Circulate Products & Materials

1. INNOVATING FOR BETTER RECYCLING

We've been hard at work improving the recyclability of our bottles, making continuous improvements as technology advances.



VERSION ONE

Perforated Zipper Labels

Our first step in ensuring easy label removal to optimize for recycling infrastructure.



VERSION TWO (CURRENTLY)

Washable Ink Labels

Since the ink washes off, labels can remain on the bottle during recycling without causing contamination. This eliminates the need for consumers to separate the label from the bottle.

VERSION THREE

Magnetizable Labels

Now, we're leading the way with an innovative trial of magnetizable label coatings, approved by APR Design® for Recyclability.

Califia will be the first beverage company in the U.S. to conduct a large scale saleable trial of this technology.

This groundbreaking advancement helps recyclers efficiently separate labels from bottles. Ideally, the label chips enter the fiber market, while the bottle chips are recycled into new bottles—helping to close the loop on packaging waste.

HOW IT WORKS

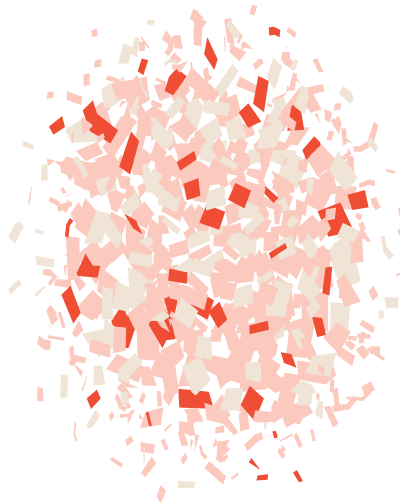
1

The bottle goes through the recycling process with the label on.



2

Both the bottle and label are ground into small flakes together.



3

A magnet then pulls out the magnetized label pieces creating two cleaner streams of recycled material that return to the market.



WHY IT MATTERS

Traditional shrink labels often clog machines or contribute to missorting, creating challenges for recyclers who work hard to turn collected materials back into high-quality products. Magnetizable labels solve this problem by leveraging existing magnetic separation equipment in recycling facilities.

By improving how materials move through the recycling process, we're helping to reduce our environmental impact and helping to keep the circular economy in motion. Together, we're building a smarter, more sustainable future—one bottle at a time.

Circulate Products & Materials

2. USING 100% RECYCLED PLASTIC FOR OUR U.S. AND CANADIAN BOTTLES

2024 marked a full year of Califia Farms using 100% recycled PET plastic (rPET) to make all our bottles sold in the U.S. and Canada.* By repurposing existing plastic to craft our iconic curvy bottles, we're reducing the demand for fossil-intensive new plastic.

Designing with the end in mind keeps products and materials circulating at their highest value—helping them stay out of the waste stream.¹⁶

Here's a fun fact: Our Los Angeles team visited the largest Material Recovery Facility in Southern California, where they spotted one of our bottles successfully making its way through the recycling process!

Quick tip: Don't forget to screw the caps back on your bottles before tossing them in the recycling bin—this helps them make it through the system instead of getting sorted into landfill!

**100%
RECYCLED
PLASTIC***



2024 rPET Bottle Impact

9MM

pounds of recycled plastic used

5,858

metric tons CO2e avoided¹⁷



*Does not include plastic cap or sleeve

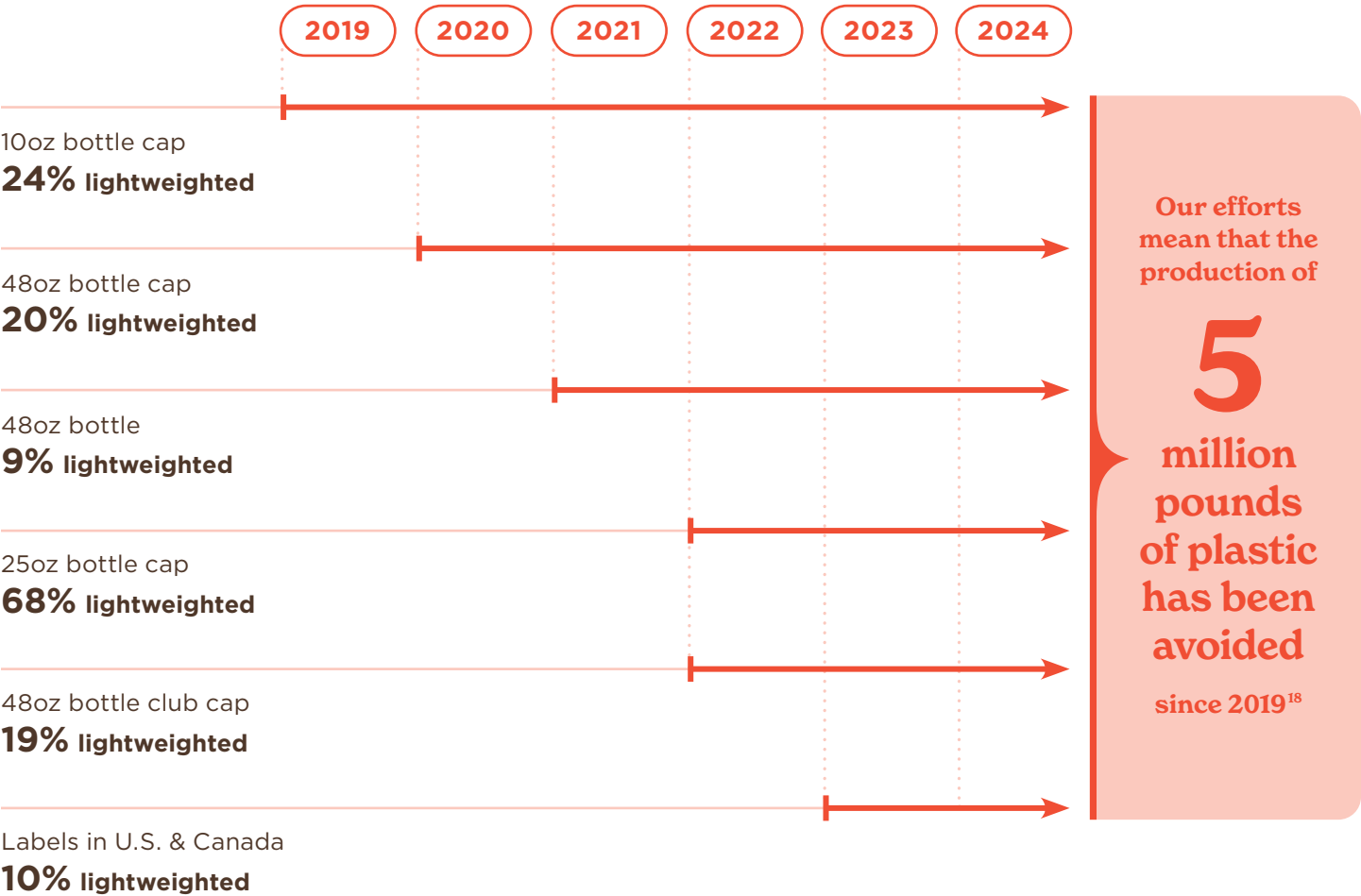
Minimize Waste and Pollution

3. LIGHTWEIGHTING PLASTIC PACKAGING
SINCE 2019



At Califia Farms, we’re committed to the first principle of the circular economy: eliminating waste and pollution. That’s why we’re always looking for ways to design out unnecessary packaging. By lightweighting our plastic packaging, we’ve reduced our reliance on raw materials year after year. In 2024 alone, this initiative avoided 1.17 million pounds of plastic.

Our Impact Over The Years



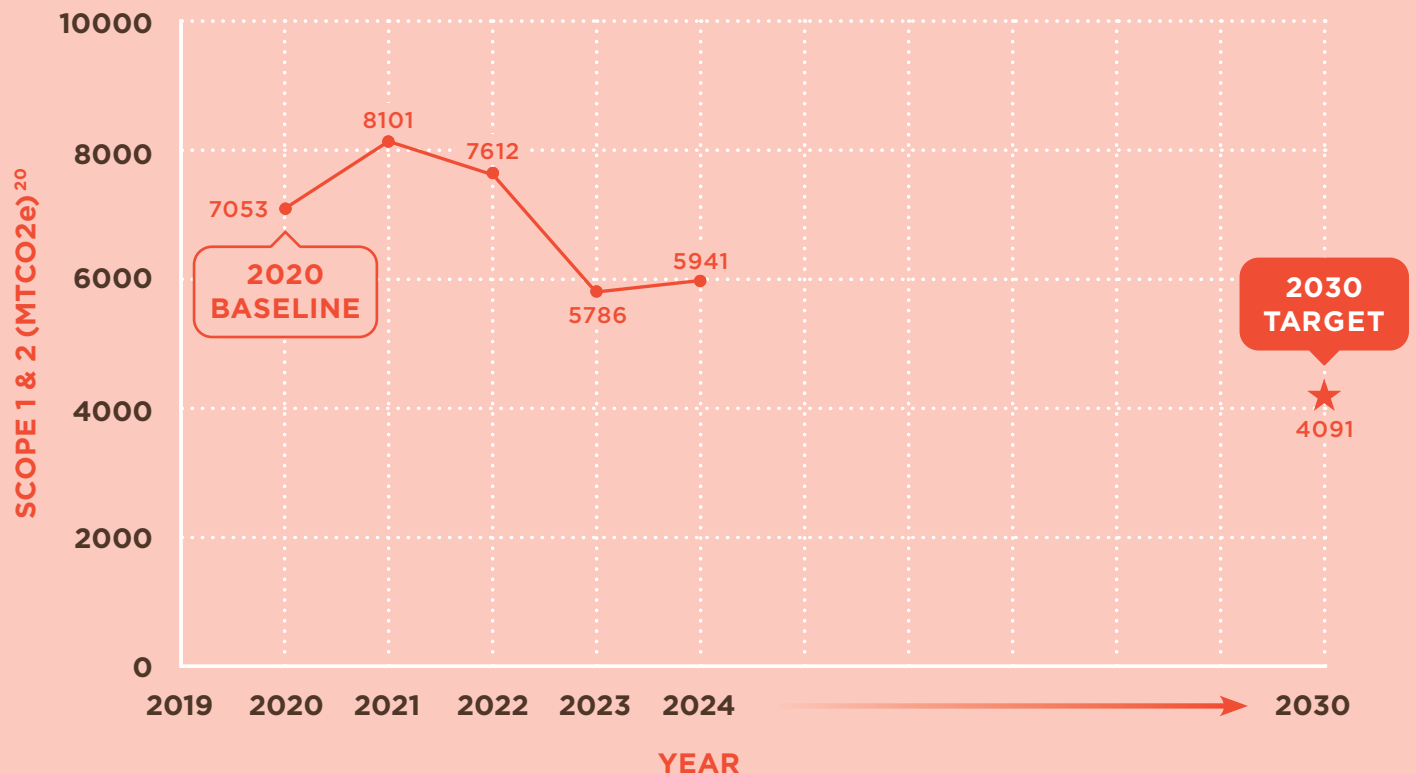
Energy Efficiencies at our Bakersfield, CA Manufacturing Facility

In 2022, we set an ambitious Science-Based Target^A: cut our Scope 1 & 2 emissions by 42% on an absolute basis by 2030.¹⁹ In 2023, we made serious strides—reducing emissions by 18% through initiatives like repairing refrigerant leaks, phasing out diesel-powered storage, and upgrading our gas boiler. In 2024, while we kept the momentum going with a 15% reduction from our baseline, we also saw some of our 2023 progress erode.

Our takeaway: With something as complex as energy use, progress isn't always linear. Absolute reduction goals are some of the hardest to achieve, as reducing emissions while supporting volume growth presents unique challenges.

One thing is certain—we're up for the challenge.

Tracking our GHG Emissions Towards a 1.5°C Aligned Science Based Target*



*Califia Farms set a target in 2022 based off a 2020 baseline committing to reduce scope 1 and scope 2 GHG emissions 42% by 2030. This target was approved using a streamlined target validation route for small and medium sized enterprises by the Science Based Target Initiative and aligned to a near term global warming temperature of 1.5°C above pre-industrial levels.

Our Approach to Strategic Energy Management

This past year, we took a big step forward in energy efficiency by joining a six-year strategic energy management program with CLEAResult, North America's largest provider of energy efficiency solutions.²¹ Following a facility audit, we uncovered nearly 50 opportunities to optimize our energy use. In the summer of 2024, we rolled up our sleeves and got to work on key initiatives to save gas and electricity:

- ✓ **Repairing steam traps** to improve steam quality and efficiency in process piping
- ✓ **Fixing air leaks** to keep compressed air inside our pipes and tubing when blowing or filling bottles
- ✓ **Upgrading motor belts** on our refrigeration condenser systems to higher efficiency belts

Efficiency is all about the details, and these small but mighty changes are adding up to big energy savings. And we're just getting started.



Nery Rodriguez



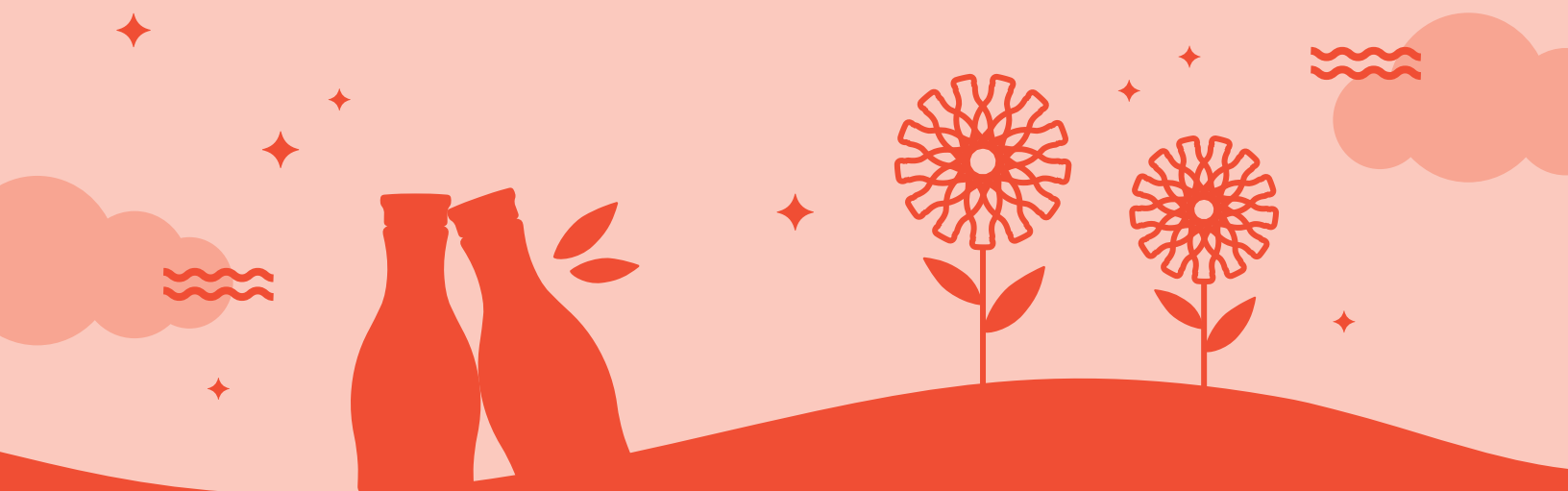
Jose Mendoza

Continuing our Impact

Zero Waste²² at Our Manufacturing Facility

Our zero-waste journey at our Bakersfield, CA, manufacturing facility began in 2020, and we've made steady progress toward our 2025 goal.

But progress isn't always linear. After three years of increasing landfill diversion, we hit a roadblock in 2024, finishing the year at 76% landfill diversion—a setback we're actively addressing.





What Happened?

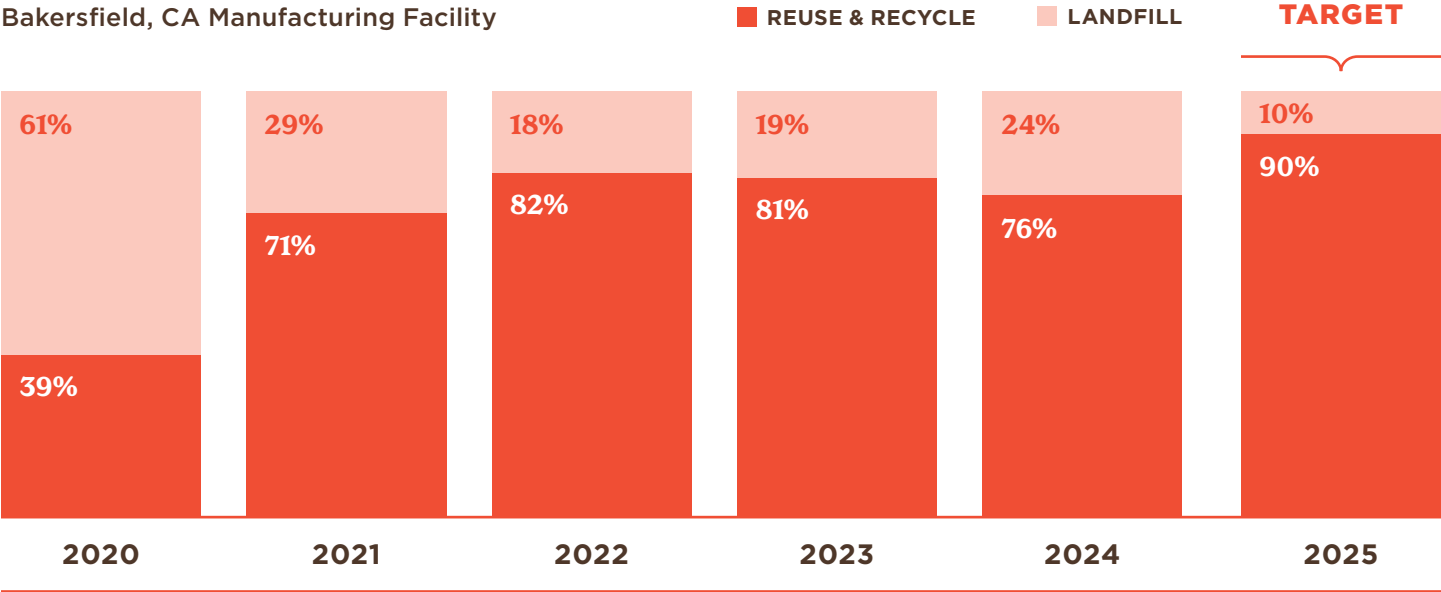
The biggest challenge? Transport packaging for one of our ingredients. With updates to recipes come ingredient changes, and in 2024, one of our major ingredients began shipping in new, more difficult-to-recycle packaging. Despite an extensive search, we couldn't find a domestic recycling outlet for it—but we're still looking for a solution.

Nevertheless, we've been deep in research and trials, successfully identifying new recycling opportunities for previously unrecyclable paper and plastic bags and implementing a process to recover contaminated finished goods. In 2024, we diverted 2.2 million pounds of waste through reuse and recycling.

We're staying focused and determined to reach our Zero Waste Target^Δ of 90% landfill diversion²³—and we're not slowing down. Stay tuned.

Zero Waste Progress

Bakersfield, CA Manufacturing Facility



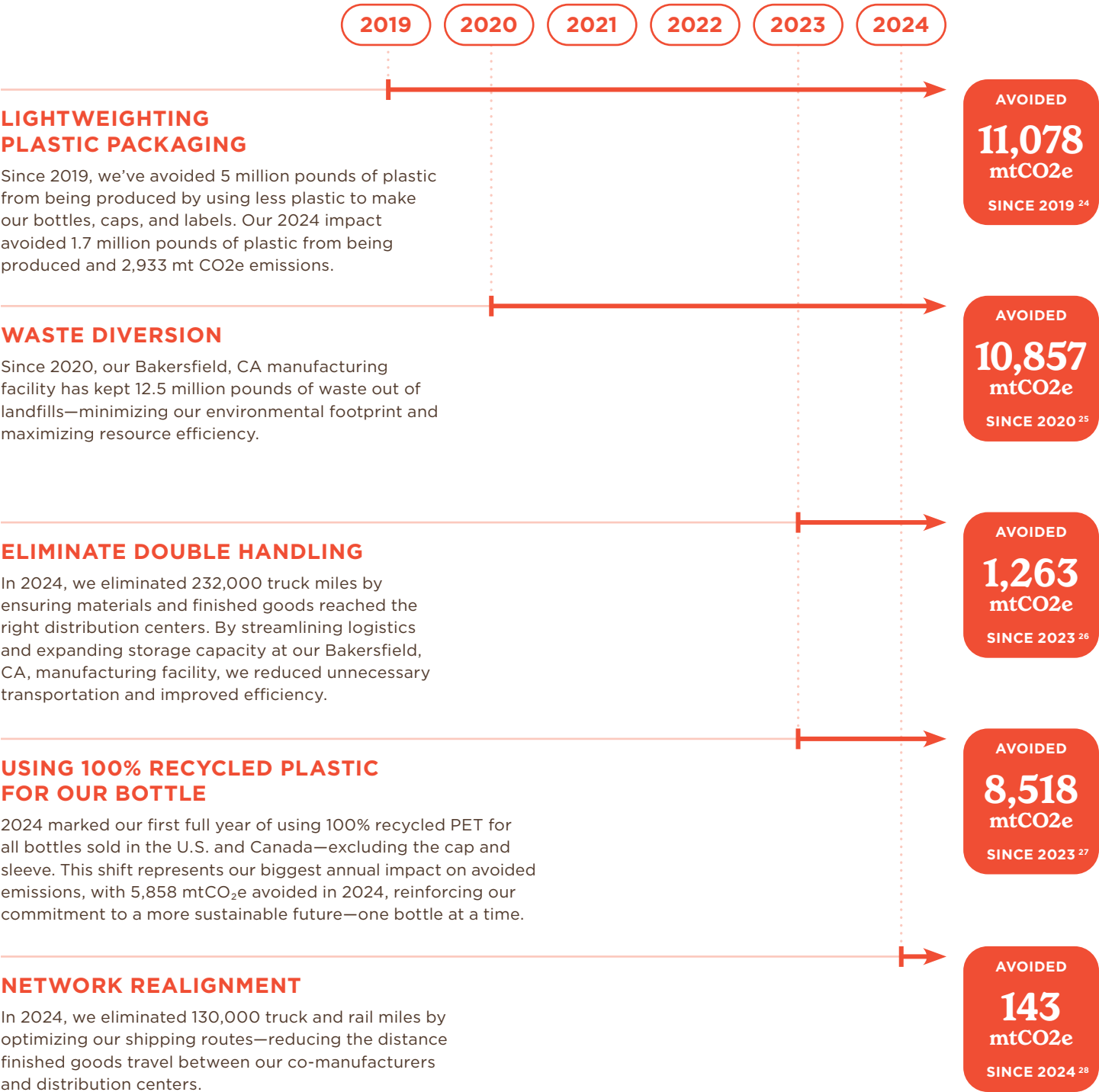
Since 2020, we have diverted (through recycling + reusing)
12.5 million lbs of waste from landfills.

**Since 2020,
our Bakersfield, CA
manufacturing facility
has kept 12.5 million
pounds of waste
out of landfills.**



Avoided Emissions

We actively track and measure the emissions we avoid across our supply chain – focusing on key areas like packaging, waste reduction, and transportation efficiency.



Looking Forward

Sustainability is an ever-evolving journey—one we must take together to create a world where businesses and the environment thrive symbiotically. For Califia, sustainability means making it easier for people to choose plant-based options while ensuring that the way we operate leaves a lasting, positive impact on our communities and the planet.

As we reflect on 2024, we're proud of what we've accomplished, humbled by the challenges we've faced, and energized for the road ahead. Building on this momentum, we're committed to pushing ourselves further, finding new ways to innovate, and making an even greater impact in the years to come.



Disclaimer

This report contains certain “forward-looking statements” relating to our business, our investment in various programs, projected results of these investments, environmental efforts and outcomes, and sourcing of materials. These statements are based on our reasonable expectations and assumptions as of the date the statements are made. Such statements may involve certain risks and uncertainties including, but not limited to: availability of supply; availability of food-contact approved recycled polyethylene terephthalate (rPET); supplier innovation; supplier capabilities; production volume; crop yields; consumer demand; and global economic conditions. These factors, among others, may cause actual future results to differ materially from the projections contained in this report. Considering these risks, uncertainties and assumptions, the events described in the forward-looking statements might not occur or might occur to a different extent or at a different time than described. Forward-looking statements speak only as of the date they are made; Califia Farms expressly disclaims an obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise.

△ We have also done internal analysis of the achievability of these targets when setting them. Our efforts are to achieve these targets, which are based on our reasonable expectations and assumptions as of the date the targets were set. Such targets may involve certain risks and uncertainties that may not be within our control including, but not limited to: global economic conditions, supply and capabilities.

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- 16 “Circulate Products and Materials.” *Ellen MacArthur Foundation*, Accessed 31 Dec. 2024, <https://www.ellenmacarthurfoundation.org/circulate-products-and-materials>.
- 17 rPET Packaging: Pounds of recycled plastic calculated by multiplying mass of each bottle format by the production volume since inception in 2023 at each site that takes part in producing rPET.

Baseline is virgin PET production units from project inception in 2023; Avoidance is calculated by subtracting baseline PET emissions from 100% rPET emissions multiplied by production quantity at locations that took part in project. Source data: PIQET Life Cycle Assessment software version 4.25 for 2023 emissions and version 5 for 2024 emissions. Boundaries included: materials, conversion, and end-of-life for packaging material only. Open-loop method in the U.S. with 50/50 benefit allocation.
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- 19 “Companies Taking Action.” *Science Based Targets Initiative*, 2025. Accessed 16 Jan. 2025, <https://sciencebasedtargets.org/companies-taking-action#dashboard>.
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- 23 Following Zero Waste International Alliance’s definition for zero-waste: “Any term that includes ‘zero’ must achieve at least 90% diversion from landfills, incinerators and the environment, and commit to a goal of reducing the amount of materials discarded, and any discards going to thermal processes as part of a continuous improvement system to zero.” <https://zwia.org/zero-landfill-is-not-zero-waste/>.
- 24 Light Weighting Packaging: Baseline is mass of pre-lightweighted production for the same material and time at locations that took part in project; Avoidance: calculated by subtracting lightweighted volume from baseline and adding each year’s avoided emissions over baseline from inception in 2019 through 2024 for each project completed. Source data: PIQET Life Cycle Assessment software, version 5, U.S. location using open-loop method with 50/50 benefit allocation; Boundary cradle to bottle conversion and end-of-life for packaging material.
- 25 Waste Diversion: Baseline is recycled, reused, and landfilled pounds of material against landfilled material at our Bakersfield, CA manufacturing facility for each year. Avoidance is calculated by adding each year’s recycled and reused avoided emissions over baseline since project baseline in 2020 through 2024. Source data calculated by UCB Zero Waste using the EPA Waste Reduction Model (WARM), version 16.
- 26 Eliminate Double Handling: Baseline is 2022 total truck miles from manufacturing site to warehouses, warehouses to warehouses, and warehouses to manufacturing site for the same materials in redeployment. Avoidance is calculated by subtracting the emissions from miles traveled in 2024 over the prior year. Source data: EPA GHG Emission Factors for medium-and-heavy duty truck, January 2025 version: <https://www.epa.gov/climateleadership/ghg-emission-factors-hub>.
- 27 rPET Packaging: Baseline is virgin PET production units from project inception in 2023; Avoidance is calculated by subtracting baseline PET emissions from 100% rPET emissions multiplied by production quantity at locations that took part in project. Source data: PIQET Life Cycle Assessment software version 4.25 for 2023 emissions and version 5 for 2024 emissions. Boundaries included: materials, conversion, and end-of-life for packaging material only. Open-loop method in the U.S. with 50/50 benefit allocation.
- 28 Network Realignment: Baseline is rail & truck miles traveled for finished goods from old co-manufacturer site to distribution center network. Avoidance is calculated by taking the difference of rail miles traveled for same materials out of new co-manufacturer site to same distribution network. Source Data: EPA GHG Emission Factors, January 2025 version: <https://www.epa.gov/climateleadership/ghg-emission-factors-hub>.
- 29 “Renewable Energy Certificate” purchased on 18 Sept 2024 from ACT Commodities, Inc. for total of 11,126 MWh. Product: RY2024 5-14-24 US/Canada Green-e certified wind/solar RECs. Retirement period 2024, <https://www.actcommodities.com/>.



Annex

2024

except where noted

RESILIENT AGRICULTURE

USDA Organic Ingredients Purchased (Lbs increased from prior yr)	4x
Our Organic Almond Acreage Certified as Bee Friendly Farming® (% supplier acreage)	100%
Our Conventional Almond Acreage Certified as Bee Friendly Farming® (% supplier acreage)	75%
Flavor & Extract Suppliers Signed IFRA-IOFI Sustainability Charter (%)	46%

CIRCULAR ECONOMY

Plastic packaging avoided from lightweighting (lbs)	5,199,901 since 2019
100% Recycled PET Plastic used (lbs)	9,153,618
Waste Diversion (%)	76%
Reused (lbs)	1,577,232
Recycled (lbs)	607,599
Landfill (lbs)	696,296

CLIMATE SOLUTIONS

Total Scope 1 Emissions (%)	3,673
Total Scope 2 Emissions (%)	2,268
Electricity Use in Operations (MWh)	11,126
Renewable Energy Credits (RECs) Purchased for our Operations (%) ²⁹	100%

Network Realignment (miles saved)	130,067
Double Handling Elimination (miles saved)	232,903

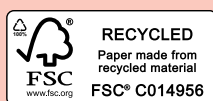
Emissions Avoided:

Lightweighting Plastic Packaging (mt CO2e)	11,078 since 2019
Using 100% rPET Bottles (mt CO2e)	8,518 since 2023
Eliminate Double Handling (mt CO2e)	1,263 since 2023
Network Realignment (mt CO2e)	143
Waste Diversion at our Manufacturing Site (mt CO2e)	10,857 since 2020

PEOPLE & COMMUNITIES

Product Servings Donated (8-oz servings)	1,004,593
Employee Volunteer Service (hours)	653
Trees Planted	19
Days without injury (days)	352
Operational Health & Safety (annual incidence rate)	0.5
Women in Leadership Roles (%)	55%
Women in Leadership Foundations Program (%)	48%
Professional Development Workshops (topics held)	24
Employees involved in 1+ Committee (%)	24%

For prior years' performance, see our [2023 Sustainability Report](#).





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