

2025

Sustainability Report



CALIFIA
FARMS®





Dear Friends, ✦

Califia Farms enters our 16th year with immense gratitude. We had an incredible 2025, powered by over 300 passionate Califians. Together, we embraced the power of simple ingredients and how delicious plants can truly be. However, among all the joys the year brought, our home state of California also faced the unimaginable tragedy of the January 2025 wildfires.

In response, we came together to support those rebuilding their lives, including members of our own Califia family who were directly impacted. Califia created an Employee Wildfire Relief Fund to support our employees directly affected by the wildfires. During that difficult time, we were reminded of what matters most: the health of our people and the health of our planet.

With the changes impacting not only our state and country, but the world at large, Califia's mission evolved in 2025 to reflect our universal belief: "At Califia Farms, we are committed to bringing the irresistible goodness of plants to people." This refreshed perspective fits our growing brand and global consumers. Reflecting on the progress we made during a challenging year, we are confident that our community can bring goodness to life in many meaningful ways.

In this 2025 Sustainability Report, you'll see our environmental commitments in action, including:

- ✓ Achieving our zero-waste target: 91% of our waste was reused or recycled at our Bakersfield, CA manufacturing facility, thanks to the hard work of our dedicated team and partners.
- ✓ Donating product: 1.2 million 8-ounce servings were donated to our partners across the country, including neighboring organizations impacted by the Eaton and Palisades fires.
- ✓ Introducing new ingredients: sharing close-up sourcing practices from our coconut and almond suppliers.

Thank you, from all of us at Califia Farms, for being on this journey with us. As we continue to innovate, evolve, and grow, we encourage you to explore all the goodness that plants have to offer, and to inspire your community by lending a helping hand wherever you are. We believe that every positive action we take is a win for all.

Sincerely,

Dave Ritterbush, CEO





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Our Sustainability Journey

From the very beginning, our commitment to sustainability has been integral to our brand. While plant-based foods have the potential to reshape our food system, we also recognize the responsibility businesses have to actively manage and reduce their environmental impact.

Our 2021 materiality assessment continues to guide our sustainability strategy, helping us focus on the issues most critical to our business, our stakeholders, and the planet. Check out our progress across sourcing, waste, packaging, the climate, and the impact our people have in our communities.

MISSION

Bringing the irresistible goodness of plants to people.

VISION

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



*Applies to our cartons manufactured in Spain
 **Does not include plastic cap or sleeve



Launched two USDA certified organic products

Reached 82% of our Zero Waste Target

Our Tetra Pak® cartons* in the UK & EU use plant-based polymers sourced from sugarcane



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

Lightweighting update: 4 million pounds of plastic packaging avoided since 2019



Hosted our first internal clothing swap

Kicked off six-year project to improve energy use at our Bakersfield, CA manufacturing facility



Launched *The Green Album* on Spotify, supporting the planting of 25,000 trees through One Tree Planted***

18 USDA certified organic products offered

2022

2023

2024

2025

Our almond growers build a groundwater recharge basin to collect excess rain and flood water

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



Optimized truck transportation network-avoided 2.8 million miles compared to 2022

Increased our donations to 2.3 million servings

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



Launched 8 new USDA certified organic products

Collectively volunteered 653 hours in our local communities

Planted trees in LA with TreePeople



Transportation management system optimizes product shipments-avoided 1.4 million truck miles

Achieved our Zero Waste target**** at our Bakersfield, CA manufacturing facility



***Califia donated one tree for each stream of The Green Album up to 25,000 trees to One Tree Planted

****Certified by Zero Waste USA as a Zero Waste Business achieving 91% diversion from landfills, incinerators, and the environment

We Simply Love Plants



Celebrating the Goodness of Plants

We're dedicated to creating the simplest, most irresistible dairy-free options possible. We strive to use only nutritionally sound ingredients that serve a clear purpose: to make every sip, every recipe, and every ritual as nourishing as it is delicious.

Califia's products can meet you where you are on your health journey, whether you're looking for simple ingredients, you're monitoring your sugar levels, or you prefer certified organic offerings. Some fan favorites are our Toasted Coconut Almondmilk, Extra Creamy Oatmilk, and Organic Almondmilk. Three registered dietitians interviewed by *EatingWell* recommended Califia's Organic Vanilla Almond Creamer as a heart-healthy way to start the morning, praising its recognizable ingredients that leave out oils, gums, artificial sweeteners, and dietary fat and noting that it doesn't rely on fats commonly used to thicken dairy creamers.¹



Your Plus-One for Every Season

Califia has you covered for every culinary occasion throughout the year. Feeling festive during the holiday season? Looking to impress friends with your at-home barista skills?

Pinched for time with a packed summer schedule? Here are some of our seasonal favorites. Check out the full recipes on our website and tag us if you have some fun creations to share!

BUTTERNUT SQUASH SOUP

There's no better pair for this Butternut Squash Soup than our Organic Coconutmilk—it blends seamlessly and brings out the rich, cozy flavors we're all here for.



DIRTY SODA

Make a dirty soda at home using our Organic Almond Vanilla Creamer and your favorite soda! Create the perfect blend of flavors.



WHITE CHOCOLATE, RASPBERRY, AND PISTACHIO POPSICLES

Extra Creamy Oatmilk makes these chilled treats both rich and light, the perfect indulgence as the weather warms up!



PUMPKIN SPICE LATTE

Real pumpkin puree and warm spices blend perfectly with creamy oat milk to turn your cup into a festive latte.





Califians planting trees in Los Angeles, CA

Planting Trees

For the third year in a row, Califia continued its Earth Day tradition of planting trees in our Los Angeles community. Employees planted drought tolerant Chinese Pistache and African Sumac trees in a neighborhood lacking access to shade and green space. By increasing tree coverage, we're contributing to the health and wellbeing of our communities through cooler temperatures, increased shade coverage, and cleaner air.²



Ronney Lau and Monica Guarisco

The Green Album

This year we also released *The Green Album*, on Spotify, a compilation of positive affirmations narrated by Chris O'Dowd to play for your house plants. Califia partnered with the non-profit, One Tree Planted to plant a tree for every stream of the album, with a goal of planting up to 25,000 trees. In 2025, we achieved this goal by supporting the planting of 25,000 trees in North America that will help restore forests, improve water quality, and rebuild habitat for local wildlife such as the gopher tortoise and red-cockaded woodpecker.³

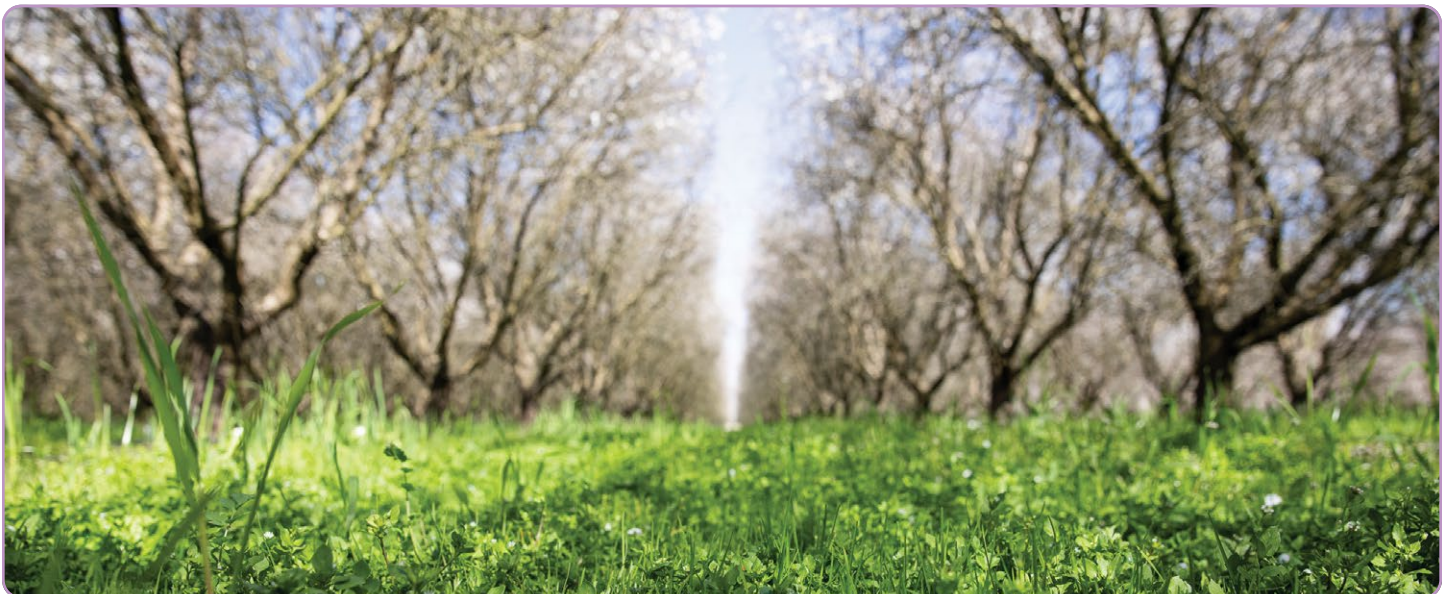


A Connected Planet

Food production is closely tied to the health of our planet, and climate change is one piece of a larger environmental puzzle that also includes soil, land, water, and communities.

In this year's Sustainability Report, we highlight:

- ✓ Sourcing practices for key ingredients
- ✓ Progress on energy-saving initiatives toward our emissions target
- ✓ Results from our zero-waste initiative
- ✓ Celebrating our people



Sourcing

Our Organic Portfolio is Growing

This past year, our USDA Certified Organic offerings grew to 18 products spanning organic plant milks, almond creamers, and Organic Oat Barista. Peer-reviewed research shows there are numerous benefits of organic, from economic advantages for farmers to environmental benefits like sequestering carbon, building soil health, keeping water sources clean, and supporting biodiversity.⁴

In 2025, we more than doubled the pounds of organic ingredients we used compared to 2024.



Organic Almonds

Our organic almonds are sourced from the same almond supplier we've been working with since we started making almond milk in 2013 and is one of the world's largest suppliers of organic almonds.⁵ Our supplier sources our organic almonds from local farms in Southern California. Sustainable practices on these farms range from whole orchard recycling, to bee friendly farming, and water conservation. Like our conventional almonds, our organic almonds are processed by our almond supplier just 35 miles down the road from where we turn them into our delicious almond milk.

Almond Processing

Almond processing includes everything required to turn harvested nuts into the ingredient we use to make almond milk.

The process from start to finish:

1. Cleaning and preparing the almonds by removing the outer hull and shell, then sorting and sizing them.
2. Blanching the almonds to remove the brown "skin." This is the most water-intensive step in the process.
3. Roasting almonds to bring out their rich, nutty flavor.
4. Finally, the almonds are chopped, sliced, or turned into butter.



Water Responsibility

In 2025, our almond supplier launched a wastewater upcycling program to ensure water was put to its highest and best use. Water from blanching both our organic and conventional almonds is now delivered back to their pistachio orchard and a neighboring family almond farm for irrigation. Previously used to make silage, this upcycled water is now helping reduce dependence on irrigated water.



Organic Coconuts

Califia's Organic Coconutmilk is made from just four ingredients: water, coconut cream, coconut water, and a pinch of baking soda. No oils, no gums. That simplicity starts long before it reaches your glass, so let's take a deeper look at where our coconuts are grown.

Organic Coconut Water | Philippines

Our Organic Coconut Water is sourced from farmers in the Philippines. Since 2014, our supplier has supported farmers through training seminars, site visits, and community focus groups, while covering the cost of organic certification through their Organic Farming and Certification seminars.

To date, 5,700 farmers across 12 cooperatives and associations have received organic certification, with another 2,000 currently being supported in their efforts to achieve organic certification. Our supplier also invests in local community development, including education scholarships for girls.



FROM HARVEST TO COCONUT WATER

The coconuts are grown within 125 miles of the manufacturing facility. After harvest, the fibrous outer husk is removed, the coconut is punctured to drain the water, and the liquid is strained, filtered, and concentrated into a rich coconut water.

Every part of the coconut is used by our supplier, leaving no waste behind.



Coconut meat is used to create coconut cream or oil.

Coconut shells are burned for steam generation, making biochar and activated carbon.

Coconut husks are composted and reused as a fertility soil input in coconut farming.



Organic Coconut Cream | Sri Lanka

Organic Coconut Cream is sourced from a community of farmers in Sri Lanka. This supplier helps farmers transition to regenerative farming through practices of minimized soil disturbance, vegetation cover cropping, compost application, and rotational grazing.

Coconut trees are primarily rain-fed, with rainwater harvesting systems installed across farms to support irrigation during the dry season.



Community Impact, Biodiversity, and Climate | Sri Lanka

The manufacturing facility producing our organic coconut cream uses solar panels to supply 20% of its electricity needs. The supplier also invests in local schools by supporting access to clean drinking water, sanitary washrooms, and waste management infrastructure.



Biodiversity Support

10% of land on various farms is set aside for conservation.

Reforestation Initiative

Our coconut cream producer, in partnership with Sri Lanka's National Forestry Department, has set a goal to plant

50,000

native trees by 2027.

25,000

trees have been planted since 2024 and are actively nurtured until the trees reach maturity.

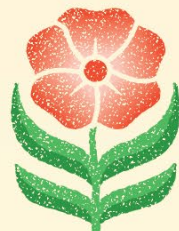
Circularity



Working Towards a Circular Future

When it comes to our packaging and waste, Califia takes a circular economy approach where products and materials are kept in circulation through processes like maintenance, reuse, remanufacturing, recycling, and composting. This approach is designed to reduce waste and make the most of the resources we use by extending the life of materials wherever possible.⁶

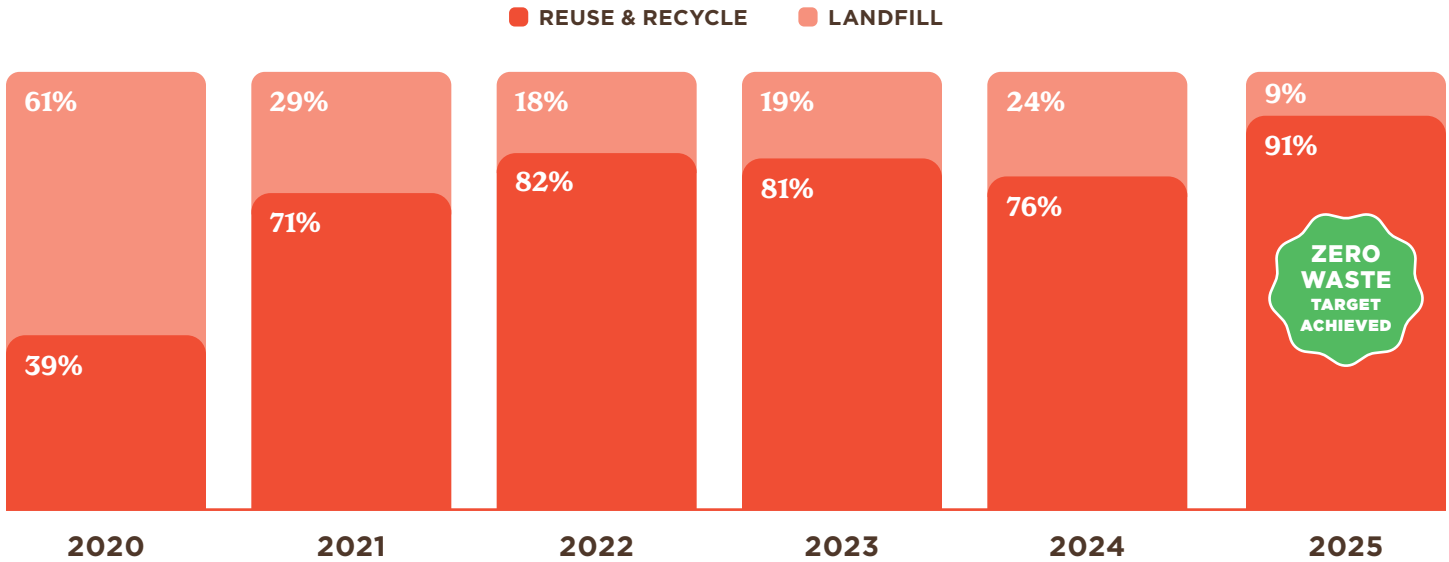
For us, that means finding as many solutions as we can to avoid sending waste to landfill while continuing our commitment to using recycled PET for our bottles. We also look for opportunities to rethink how materials are designed and used, helping to keep them in circulation for as long as possible.



Zero-Waste in Our Manufacturing

In 2025, we achieved our zero-waste⁷ target at our Bakersfield, CA manufacturing facility, certified by Zero Waste USA!⁸ We diverted 5.3 million pounds of waste from landfills through reuse and recycling practices.

Waste Progress Over The Years



According to Zero Waste International, Zero Waste must achieve at least 90% diversion from landfills, incinerators and the environment while reducing the amount of materials discarded as part of a continuous improvement system to zero.

Some of our biggest improvements this past year included:

- ✓ Creating an internal process ensuring all ingredients eligible for reuse go in the right waste stream
- ✓ Finding a recycling partner for transport packaging, pallet wrap, and flexible bags that were previously going to landfill
- ✓ Continuing education with our internal teams so waste and recycling streams were appropriately sorted

While we focus on our biggest waste diversion opportunities, we don't overlook quick wins. This year, we upgraded our water stations from disposable paper cups to reusable water bottles. Whenever we can eliminate disposable packaging, we're happy!

Another example: using tankers instead of totes to transport liquid ingredients. The ingredients are pumped directly from the truck into batching—no shipment packaging required.



◆ In 2025 alone,
we diverted 5.3 million
pounds of waste from
landfills through reuse
and recycling practices. ◆



Zero-Waste Journey

At Our Bakersfield, CA Manufacturing Facility

2020

In partnership with UCB Zero Waste to measure and manage our waste

39% of our waste was diverted through basic sorting practices for our bottles, cardboard, and unused ingredients



2021

71% of our waste was diverted by expanding our reuse practices to pallets, expired product, and metal drums

2022 - 2024

76%-82%

of our waste was diverted and we worked to find outlets for our lower volume items like ingredient packaging, while closely monitoring what was going into our waste



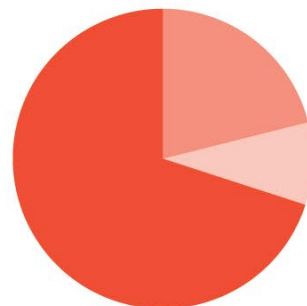
2025

91% of our waste was reused or recycled

70% Reuse

21% Recycle

9% Landfill



Our Packaging

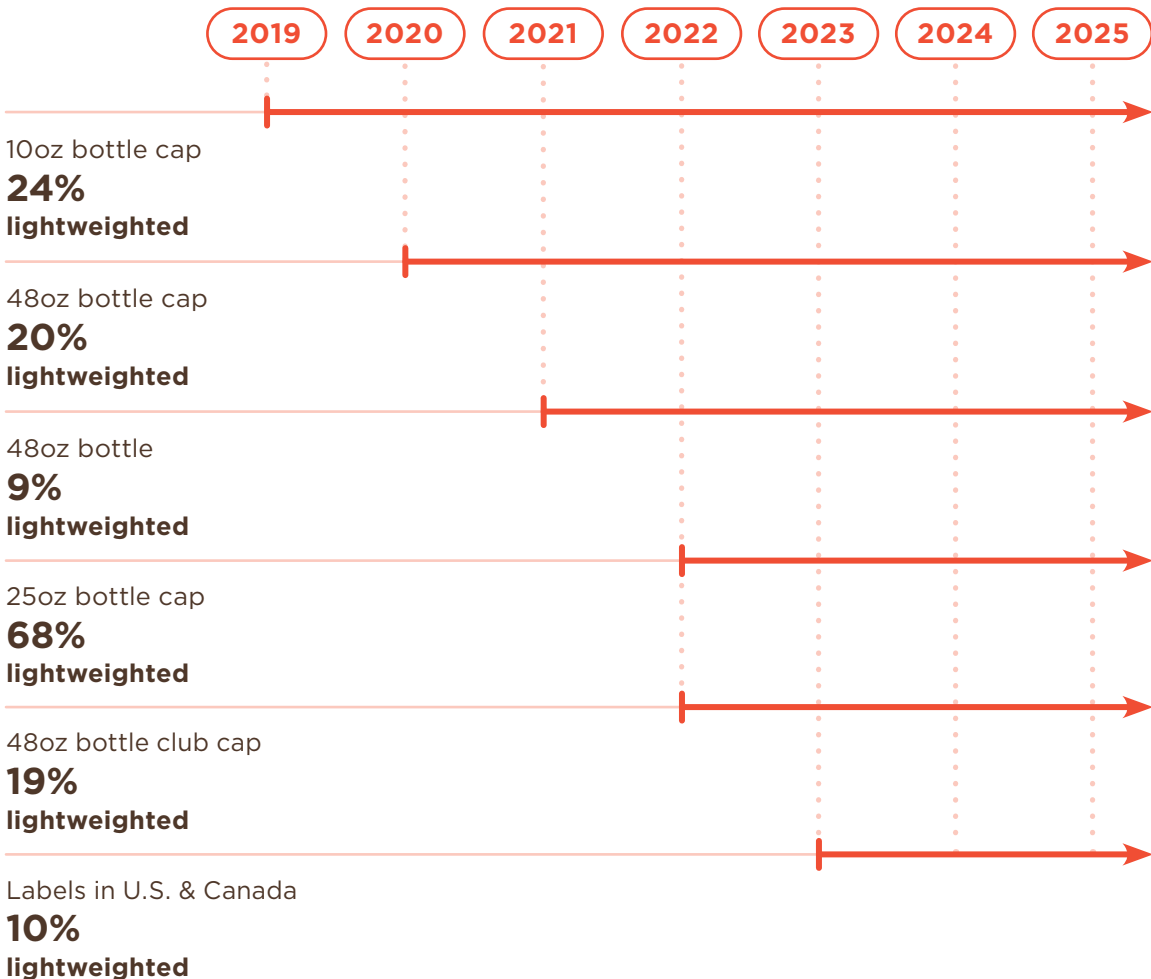
Since 2019, we've been lightweighting our packaging—using less material in our bottles, caps, labels, and cases to reduce reliance on raw materials year after year. In 2025, we launched two new initiatives at our Bakersfield, CA facility.

1. We reduced the weight of our 72oz bottles by 14%. After a successful trial in 2025, these lighter-weight bottles reached shelves in Q1 2026.
2. We introduced a third iteration of lightweighting for the cardboard cases used for our 48oz bottles, cutting case weight by 25% compared to 2021 while maintaining structural strength.

Together, our 2025 lightweighting efforts avoided 1.3 million pounds of plastic and 352,000 pounds of corrugate fiber.⁹

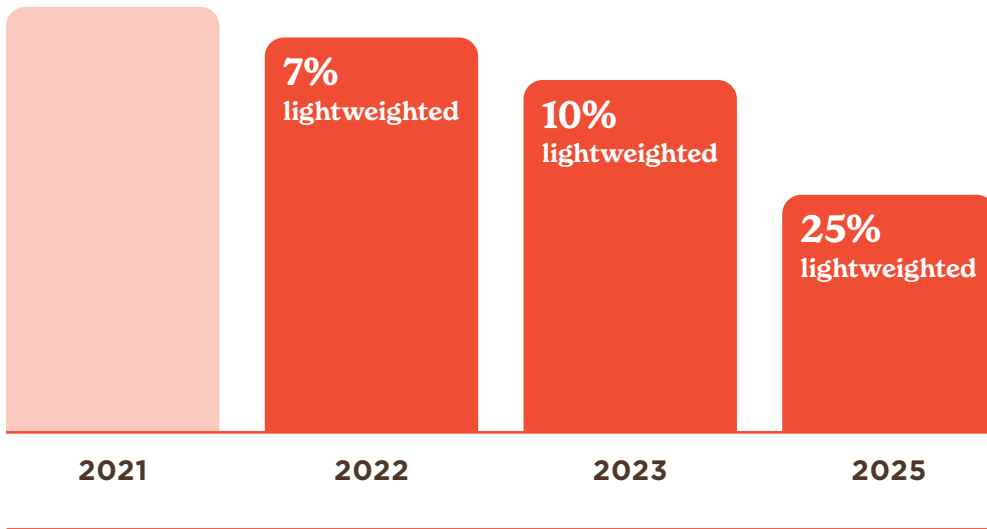


Lightweighting Our Plastic Packaging Over The Years



Our efforts mean that the production of **6.5 million pounds of plastic** has been avoided since 2019.

Lightweighting Progress For Our 48oz Cardboard



984K lbs of corrugated cardboard has been avoided since 2022 at our Bakersfield, CA manufacturing facility.

*Percent reductions represent cumulative changes compared to the 2021 baseline

Our Recycled Plastic Bottles

Since 2023, we made the business decision to make our curvy bottles using 100% recycled plastic (rPET).* Califia was an early adopter in the U.S., where only a few large companies were taking this step. Using recycled plastic strengthened our commitment to circularity by increasing the demand for this material while reducing reliance on fossil-intensive new plastic.

*Applies to all bottles sold in the U.S. and Canada. Recycled plastic does not include plastic cap or sleeve

In 2025, we used 10.1 million pounds of recycled plastic to make our 100% rPET bottles.



Climate



Our Greenhouse Gas Emissions

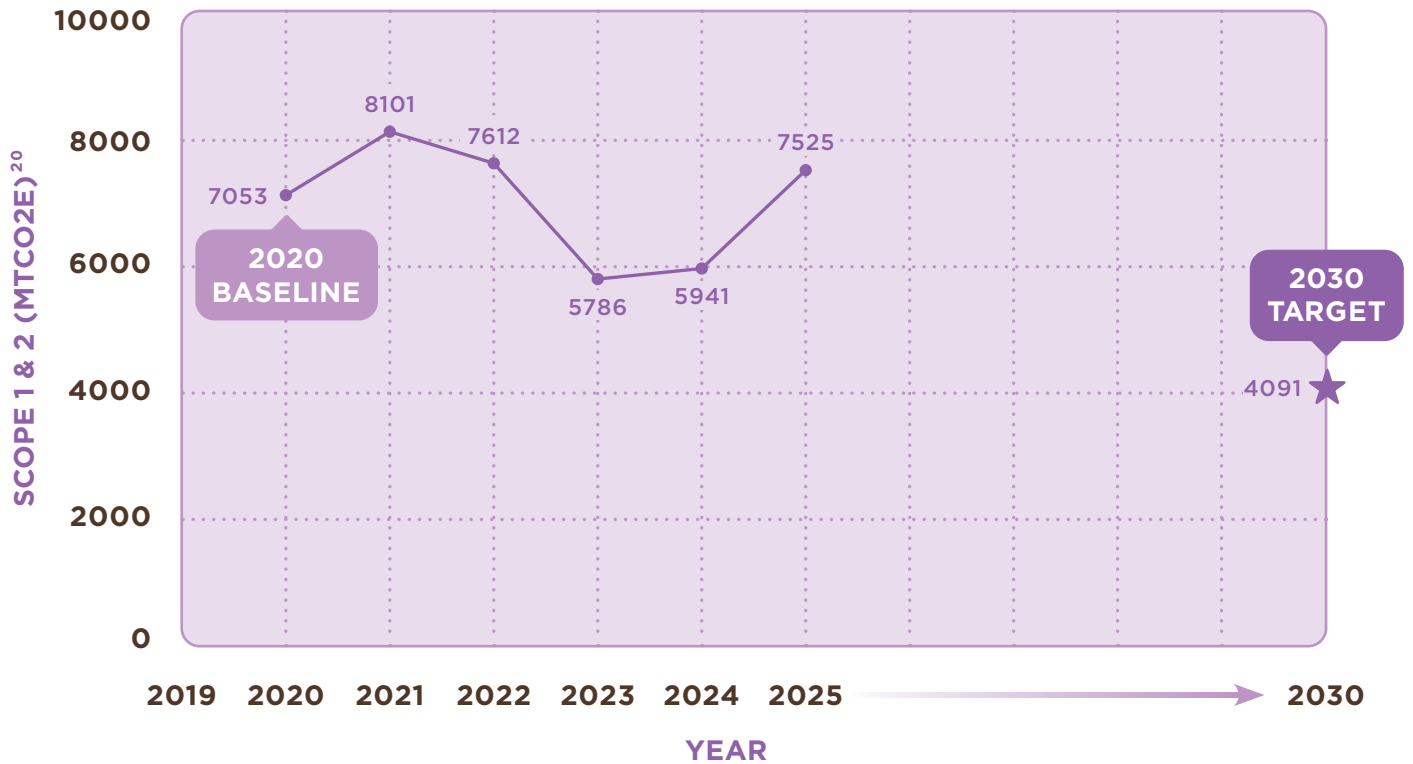
Each year, Califia Farms measures the greenhouse gas emissions generated from our Bakersfield, CA manufacturing facility (scope 1 & 2). These emissions come from energy sources like the natural gas and electricity required to produce our products.

In 2022, we set a Science-Based Target to cut our Scope 1 & 2 emissions by 42% on an absolute basis by 2030¹⁰ and we track progress annually.[∇]





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



*Califia Farms set a target⁷ 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.

Scope 1 & 2: Energy Management in Our Manufacturing

Science-based targets are absolute reduction targets where emissions must decrease even if business increases. In 2025, our business grew and so did our Scope 1 & 2 emissions. We increased our natural gas consumption this year due to the increased need for steam generation during production and with a process change that increased the frequency of our production line cleaning.

Nonetheless, we're up for the challenge and continued our second year of engagement with CLEAResult,¹¹ North America's largest provider of energy efficiency solutions and completed several key projects in 2025:

- ✓ Replaced production floor HVAC chiller and plant air compressor at their end of life for more efficient models
- ✓ Implemented boiler maintenance to optimize steam generation (to continue annually)
- ✓ Optimized our conveyor belt controls to automatically turn off motors between product changes, saving us 30 minutes of run time per day
- ✓ Discontinued use of unneeded pond aerators, saving 215,000 kWh per year
- ✓ Repaired and removed compressed air leaks, saving 25,000 kilowatt hours of electricity per year



Nery Rodriguez



Scope 3: Value Chain Emissions

Our value chain emissions (Scope 3) occur outside the walls of our manufacturing facility. While they are not included in our current reduction target, we measure Scope 3 hotspots to identify opportunities for improvement.

Key Hotspots

44% ingredients

23% packaging

27% transportation of these materials and finished goods



TRANSPORTATION

In July 2025, we upgraded our Transportation Management System (TMS) to optimize the shipment of our goods across North America. This software replaces a manual logistics process and enables our team to optimize shipping routes, rearrange stops, and maximize truck loads.

In 2025, implementing a new TMS helped avoid more than 1.4 million truck miles on the road compared to 2024.



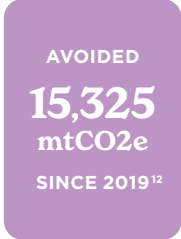
Our Avoided Emissions

We actively track emissions avoided across our supply chain. Key highlights include:



LIGHTWEIGHTING PLASTIC PACKAGING

Since 2019, we've avoided 6.5 million pounds of plastic from being produced by using less plastic to make our bottles, caps, and labels. In 2025, we avoided 1.3 million pounds of plastic from being produced and 3,627 mt CO₂e emissions.



WASTE DIVERSION

Since 2020, our Bakersfield, CA manufacturing facility has kept 18 million pounds of waste out of landfills. In 2025, we avoided 2,480 mt CO₂e emissions.



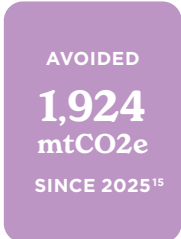
100% RECYCLED PLASTIC BOTTLES

Since 2023, all bottles sold in the U.S. and Canada (excluding cap and sleeve) have been made with 100% rPET. This is our largest annual avoided emissions impact, with 6,490 mt CO₂e avoided in 2025.



TRANSPORTATION MANAGEMENT

Our 2025 Transportation Management System upgrade in North America avoided more than 1.4 million truck miles in 2025 compared to 2024, avoiding 1,924 mt CO₂e emissions.



◆
**By tracking emissions
across our supply chain, ◆
we can identify opportunities,
reduce impact, and measure
progress year over year.**
◆



Our U.K. Business

Our Sustainability Efforts Abroad

Califia Farms brings the goodness of plants to the U.K. with our plant-based drinks, barista blends, and ready to drink coffees. In 2025, we were the official plant-based milk sponsor at The London Coffee Festival, showcasing an indulgent affogato gelato made using our plant-based barista blend topped with a shot of espresso.

We have a Califia team in London leading our presence in the U.K., and we're excited to share their sustainability efforts across ingredient sourcing, packaging improvements, and transportation efficiencies.



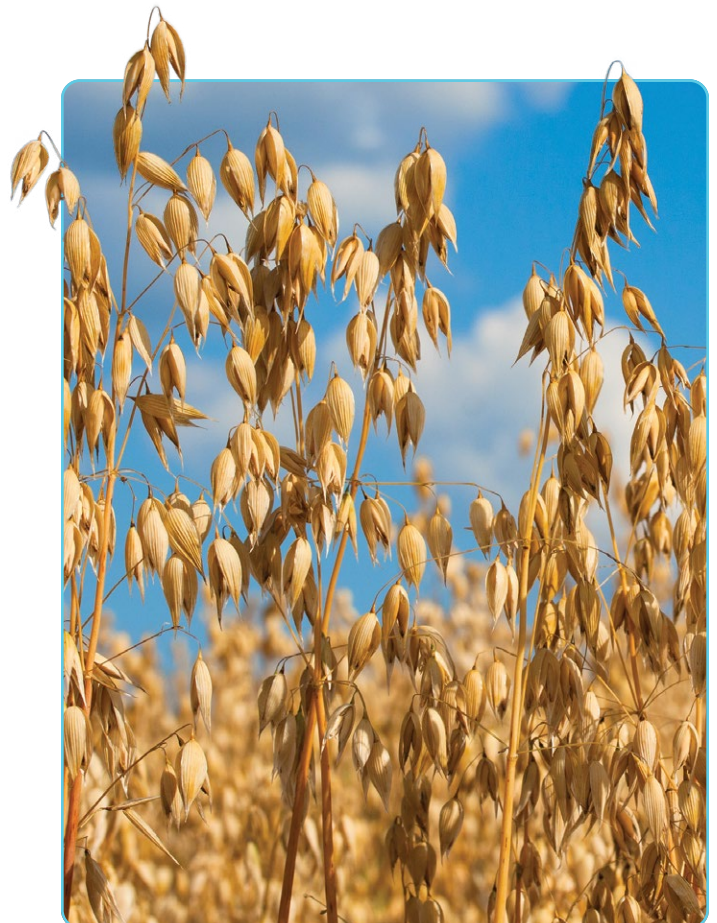


Our Ingredients

Our U.K. products are made with oats grown in the Nordic region and almonds sourced from Spain. This close-in sourcing helps minimize the distance ingredients travel before becoming our plant-based drinks.

For our certified organic offerings, Califia's Organic Oat and Organic Almond beverages are made with just three simple ingredients, without oils or gums. In 2025, we quadrupled our use of organic ingredients compared to 2024. Scientific evidence shows that organic farming builds healthy soils that store more carbon and water, supports local economies, and protects human health by avoiding synthetic pesticides.¹⁶

In 2025, we quadrupled our use of organic ingredients compared to 2024.



Our Tetra Pak® Cartons

Carton Composition



Our Tetra Pak® cartons are, on average, 70% paperboard, with the remaining material consisting of approximately 5% aluminum and 25% polymers.

Beginning in 2022



We launched in Europe using Tetra Pak® packaging. For a portion of our portfolio, we chose a package that incorporates plant-based polymers for both the caps and the polymer layers. The plant-based polymers are made from sugarcane and are Bonsucro certified.¹⁷

2025 Impact

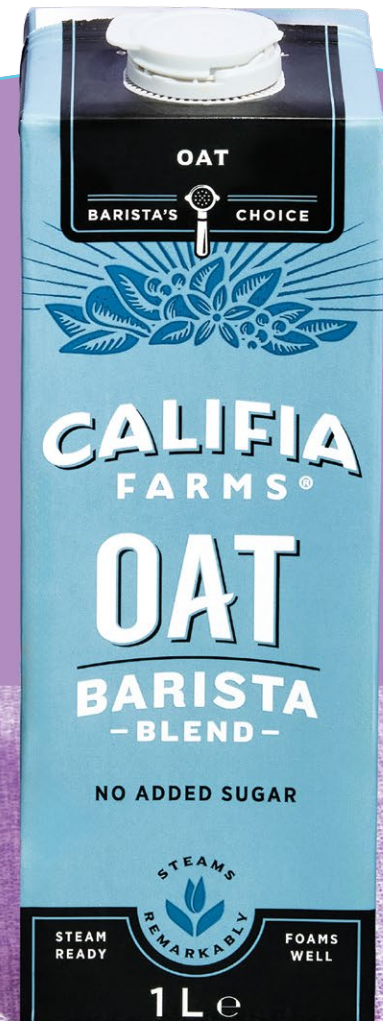


AVOIDED
118
mtCO₂e
IN 2025¹⁹

Compared to the same package made with traditional fossil-based polymers, our Tetra Pak® carton contains 87%¹⁸ renewable content. This results in a 17% lower carbon footprint per package and avoided 118 mt of CO₂e emissions¹⁹ in 2025.

WHAT IS BONSUCRO CERTIFIED?

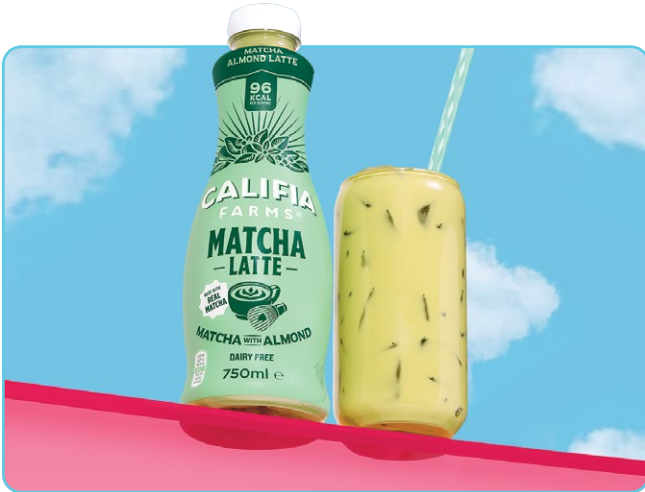
Bonsucro offers a credible, metric certification process to demonstrate commitment to environmental and social sustainability in sugarcane.



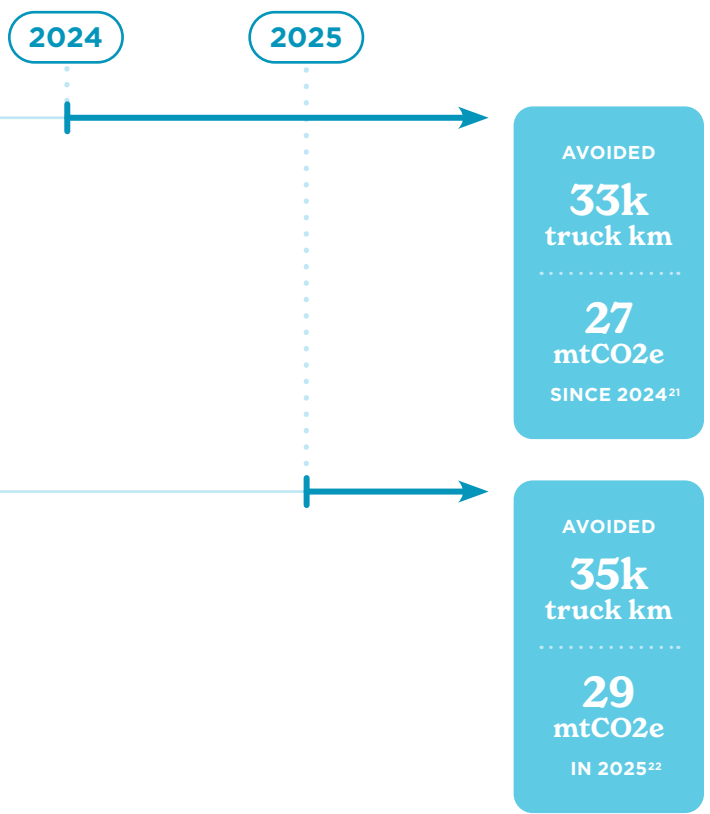
¹⁷Applies to our cartons manufactured in Spain

Our Bottles

Our plastic bottles in Europe are 50% rPET plastic. In 2025, using 50% recycled content resulted in 72K kgs of recycled plastic used to make our bottles. Research shows that using recycled plastic can cut energy use in half and reduce greenhouse gas emissions by up to 19%.²⁰



Our Transportation



DIRECT CUSTOMER DELIVERIES

Looking for opportunities to reduce our truck kilometers and emissions, we shortened delivery routes for one of our largest U.K. café customers by eliminating a warehouse stop and shipping directly. Since 2024, this change has avoided 33,000 truck kilometers and 27 mt CO2e emissions.²¹

WAREHOUSE EFFICIENCIES

In 2024, we reduced transportation needs by relocating our chilled warehouse that serves 70% of our U.K. customers closer to the arrival port. In 2025, we avoided 35,000 truck kilometers and 29 mt CO2e emissions²² from this warehouse move. In 2025, we also continued to focus on being as efficient as possible and achieved full pallet ordering rates of 99.9% at our chilled warehouse and 93% at our ambient warehouse. Keeping orders to full pallets minimizes partial truck load shipments going out that can add to our emissions.

The Power of People



Mimi Morrish and Jessica La Plana, Califia Farms Community Volunteer, Garden School Foundation

Our Values in Action

Califia Farms' talented and passionate team is at the heart of bringing the irresistible goodness of plants to people everywhere. On top of our day-to-day responsibilities, you can find us catching up over coffee, enjoying lunch together, participating in committees, and giving back to our communities.

We thrive on our four values of passion for purpose, fierce interdependence, insights into action, and challenger spirit.



Building Connections at our LA Collaboration Center:

Cafe Culture

Our L.A. collaboration Center has its very own cafe where Califians recharge together over lattes, cappuccinos, and matchas crafted by our in-house barista. Beyond our walls, our barista is building a coffee community with local L.A. baristas and will host training sessions at Califia in 2026.

People Culture

At our monthly town halls, we celebrate the cultural heritage of our team. For Carnival, employees shared how the festival is celebrated with friends and family in Brazil, and we enjoyed feijoada and pão de queijo together. During Caribbean American Heritage Month, two employees shared personal stories and family history, followed by a lunch featuring jerk chicken and sweet plantains. We also launched a monthly snack cart initiative, giving new hires opportunities to connect with colleagues.

Wellness Culture

We gather monthly for wellness breaks to help employees recharge through guided meditation, neighborhood walks, and rooftop stretch sessions. We also provide healthy self-serve office snacks, including almonds and fresh fruit.



Cara Bonito, Paloma Franca, Yoshawn Smith



Matthew Ritterbush, Josh Samuels, Jennie Lathrop

Deepening Connections through our Committees

Our four volunteer committees give Califians a chance to engage in causes they are passionate about. In 2025, 25% of our team participated in one or more committees to drive meaningful change in the workplace and in our communities.

Food Justice Committee

Our Food Justice Committee supports communities in Los Angeles and Bakersfield, CA through volunteerism, product donations, and financial contributions to local food justice organizations. Partners include Garden School Foundation, Food Forward, Golden Empire Gleaners, and Community Action Partnership of Kern.

2025 Highlights

678 volunteer hours contributed across two company-wide service days

1.2m 8-oz servings of Califia product donated

6th annual Holiday Drive providing essential items to women and children



Plant Employee Engagement Committee

The Plant Employee Engagement Committee fosters connection and collaboration at our Bakersfield, CA manufacturing facility through team-building, wellness, and recognition programs. In 2025, we:

- ✓ Held our 3rd Annual Back-to-School Backpack Drive for employees' families
- ✓ Launched a Step-Up Challenge to promote active living
- ✓ Celebrated Employee Anniversaries and Employee Appreciation Days



L.A. Green Team Committee

L.A. Green Team Committee

The L.A. Green Team inspires sustainability at our L.A. Collaboration Center through hands-on initiatives and educational opportunities. In 2025, we:

- ✓ Hosted our 2nd annual Clothing Swap and introduced an Electronics Drop
- ✓ Supported California Clean Air Day by encouraging carpooling and public transit
- ✓ Partnered with our local waste management provider to lead a recycling workshop

Education Committee

The Education Committee invites experts to expand our collective knowledge in areas such as nutritional health, professional development and sustainability. 2025 topics included:

- Creating Organic Mentoring Relationships at Work
- Plant-Based Swaps to Help Optimize Nutrition



Cynthia Sass, Registered Dietitian Nutritionist

Health & Safety

The health and safety of the team members who make our products at our Bakersfield, CA manufacturing facility is a top priority. Our safety performance is reflected in a 1.24 total recordable incident rate—well below the beverage manufacturing industry average of 3.7.²³

In 2025, we achieved 154 consecutive recordable injury-free days. Our safety committee strengthened its employee-driven model, giving frontline team members a direct voice in identifying and resolving safety concerns. Key improvements included adding lighted pathways and height markers for forklift drivers and implementing a standardized safety procedure for all plant visitors.



Wildfire Relief

This year, the Southern California wildfires caused devastating losses across our Los Angeles community. In response, our L.A. team coordinated efforts to support both our Califia employees and our neighbors. Califia established an Employee Wildfire Relief Fund to provide financial assistance to team members impacted by the fires.

We also donated cold brew and plant-based milk to local organizations, including Parks Project, Heart of Compassion, and Stock That Pantry.

One of our long-standing partners, Garden School Foundation, has a school in Altadena that temporarily closed due to the Eaton Fire. Califia supported its reopening in the spring by providing cold brew coffee to welcome teachers back and returned in the fall to volunteer in their school garden helping with weeding, trimming, and mulching.



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 2025, 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.

Sources

- 1 DeVito, Samantha, M.S., R.D. “We Asked 3 Dietitians for the Healthiest Coffee Creamer—and They All Said the Same Thing.” *EatingWell*, 9 Oct. 2025, <https://www.eatingwell.com/dietitian-favorite-coffee-creamer-11827312>.
- 2 CAPA Strategies. *Los Angeles Urban Forest Equity Assessment Report*. February 2021, City Plants, <https://www.cityplants.org/wp-content/uploads/2021/02/LAUF-Equity-Assement-Report-February-2021.pdf>
- 3 One Tree Planted. “About Us.” *One Tree Planted*, 2026 (viewed year; no publication date listed), <https://onetreepanted.org/pages/about-us>.
- 4 California Certified Organic Farmers. “Roadmap to an Organic California.” *CCOF.org*, 2026 (accessed year; no specific publication date listed), <https://www.ccof.org/advocacy/roadmap-to-organic-california/>.
- 5 Treehouse California Almonds, LLC. “Organic Almond Growing.” *Treehouse California Almonds*, last updated 2026, <https://www.treehousealmonds.com/sustainability/organic-almond-growing/>.
- 6 Ellen MacArthur Foundation. “Circular Economy Introduction: Overview.” *EllenMacArthurFoundation.org*, accessed 13 Feb. 2026, <https://www.ellenmacarthurfoundation.org/topics/circular-economy-introduction/overview>.
- 7 Following Zero Waste International Alliance’s guidelines: “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.”
- 8 Recognized as a Zero Waste Business by Zero Waste USA for achieving 91% diversion from landfills, incinerators, and the environment for the 2025 Calendar year. Certified on February 9, 2026, <https://zerowasteusa.org/certification/>.
- 9 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.
- 10 “Companies Taking Action.” *Science Based Targets Initiative*, 2025. Accessed 16 Jan. 2025, <https://sciencebasedtargets.org/companies-taking-action#dashboard>.
- 11 “CLEAResult-Energy efficiency and energy sustainability services.” *CLEAResult*, 2025, <https://www.clearesult.com/>.

- 12 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 2025 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.
- 13 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, reused, and recovered avoided emissions over baseline since project baseline in 2020 through 2025. Source data calculated by UCB Zero Waste using the EPA Waste Reduction Model (WARM), version 16.
- 14 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.
- 15 Functional unit is emissions (mt CO₂e) per case shipped. Boundary includes finished good miles shipped to customers in North America managed by Califia Farms. Baseline is 2024 emissions generated from total miles travelled. Avoidance is calculated by subtracting 2025 emissions generated from baseline. The emissions intensity decreased from 0.004 to 0.002 mtCO₂e/case. Source data from 2025 EPA Emission Factors for Greenhouse Gas Inventories for medium-and-heavy-duty truck, last modified January 15, 2025.
- 16 California Certified Organic Farmers. "Roadmap to an Organic California." CCOF.org, California Certified Organic Farmers, <https://www.ccof.org/advocacy/roadmap-to-organic-california>.
- 17 "Tetra Pak launches packaging using Bonsucro-certified sustainable sugarcane." Bonsucro. 22 November 2019, <https://bonsucro.com/tetra-pak-packaging/>.
- 18 Package Composition for Tetra Brik® Aseptic 1000 ml Edge LightWing™ 30 (PLH Compound) _jl BIO CLC Dup 03001710
- 19 "CO₂ Data For Package 03001710 (TBA/jl BIO FP CD FSC 1000E, LightWing™ 30 (PLH Compound), MPM JR)." This carbon footprint report provides a cradle-to-gate carbon footprint verified by the Carbon Trust. The results are based on version 12 of the Tetra Pak internal "CO₂ Product model" valid from January 2026.
- 20 "Life Cycle Impacts for Postconsumer Recycled Resins: PET, HDPE, and PP." December, 2018. <https://plasticsrecycling.org/images/library/2018-APR-LCI-report.pdf>.
- 21 Product Delivery Efficiencies: Functional unit is emissions (mtCO₂e) per truck load. Boundary includes finished good cases shipped to one customer in the United Kingdom. Baseline is the total truck miles travelled from production facility to warehouse to customer. Avoided miles are calculated by subtracting the new route going directly from warehouse to customer from the baseline. The emissions intensity decreased from 1.8 to 1.3 mtCO₂e/truck load. Source data from 2025 EPA Emission Factors for Greenhouse Gas Inventories, last modified January 15, 2025.
- 22 Warehouse Efficiencies: Functional unit is emissions (mtCO₂e) per truck load. Boundary includes finished good cases delivered to our chilled warehouse. Baseline is the total truck miles and associated emissions travelled from UK Port to original warehouse. Avoidance is calculated by subtracting the emissions of travelling from the UK Port to the new warehouse from the baseline. The emissions intensity decreased from 0.29 to 0.17 mtCO₂e/truck load. Source data from 2025 EPA Emission Factors for Greenhouse Gas Inventories, last modified January 15, 2025.
- 23 U.S. Bureau of Labor Statistics. "TABLE 1. Incidence Rates of Nonfatal Occupational Injuries and Illnesses by Industry and Case Types, 2024." *Injuries, Illnesses, and Fatalities*, U.S. Bureau of Labor Statistics, <https://www.bls.gov/web/osh/table-1-industry-rates-national.htm>.
- 24 "Renewable Energy Certificate" purchased for the 2025 reporting year on 9/3/2025 and 1/26/2026 from ACT Commodities, Inc. for a total of 13,682 MWh. Product Type: US/Canada sited solar/wind Green-e Certified RECs, <https://www.actgroup.com/>.

Annex

2025
except where noted

RESILIENT AGRICULTURE	
USDA Organic Ingredients Purchased (Lbs increased from prior yr)	2x
Organic Almond Acreage Certified as Bee Friendly Farming* (%)	100%
Conventional Almond Acreage Certified as Bee Friendly Farming* (%)	75%
CIRCULAR ECONOMY	
Plastic packaging avoided from lightweighting since 2019 (lbs)	6,579,102
48oz Corrugate packaging avoided from lightweighting since 2022 (lbs)	984,476
100% Recycled PET Plastic used (lbs)	10,190,383
Waste Diversion at our Bakersfield, CA Manufacturing Facility (%)	91%
Reused (lbs)	4,218,113
Recycled (lbs)	1,083,179
Landfill (lbs)	518,920
CLIMATE SOLUTIONS	
Total Scope 1 Emissions (mt CO2e)	4,806
Total Scope 2 Emissions (mt CO2e)	2,719
Total Scope 3 Emissions (mt CO2e)	98,554
Transportation Management System (miles avoided)	1,468,469
Electricity Use in Operations (MWh)*	13,681
Renewable Energy Purchased for our Operations (%) ²⁴	100%
Emissions Avoided:	
Lightweighting Plastic Packaging since 2019 (mt CO2e)	15,325
Waste Diversion at our Bakersfield, CA Manufacturing Facility since 2020 (mt CO2e)	13,337
Using 100% rPET Bottles since 2023 (mt CO2e)	14,920
Transportation Management System (mt CO2e)	1,924

*Electricity covers consumption at our Bakersfield, CA manufacturing facility and Los Angeles, CA office





Annex

2025
except where noted

PEOPLE & COMMUNITIES	
Product Servings Donated (8-oz servings)	1,260,735
Employee Volunteer Hours	678
Employees involved in 1+ Committee (%)	25%
Trees Planted**	25,033
Operational Health & Safety: Annual Incidence Rate	1.24
Consecutive Days without Injury	154
Women in Leadership Roles (%)	53%
Women in Leadership Foundations Program (%)	40%
Professional Development Workshops (topics held)	24
OUR U.K. BUSINESS	
Organic Ingredients Purchased (Kgs increased from prior year)	4x
Tetra Pak® Packaging with plant-based polymers (mt CO2e avoided)	118
Recycled PET used in our Bottles (Kgs)	72,243
Warehouse Efficiencies (mt CO2e avoided)	29
Direct Customer Deliveries since 2024 (mt CO2e avoided)	27

**Metric includes trees planted during Califia's volunteer day and with One Tree Planted

For prior years' performance, see our 2024 Sustainability Report.





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