



2023

Sustainability Report



Dear Friends,

If you're reading this, you probably already know how irresistibly delicious plant-based beverages can be. But did you also know that they positively contribute to the health of both people and planet?

It's true. At Califia, our mission is to "create a future where plants replace dairy, without compromise." And we're proud that the plant-based products we make are, by their very nature, sustainable and better for you. We're also proud that our entire Califia team is motivated to do more, to take steps to lessen our environmental impact and make continual advancements toward important sustainability commitments.

In this 2023 Sustainability Report, you'll see these commitments come to life in several exciting ways, including:

- The recent conversion of all our bottles in the U.S. and Canada to 100% recycled plastic. This transition will ultimately help reduce our greenhouse gas emissions and slash our energy use. It also supports the critically important principles of circularity by reducing demand for virgin plastic.
- The reduction of our Scope 1 and 2 greenhouse gas emissions at our Bakersfield, California manufacturing facility by 24%, demonstrating our commitment and progress towards our 2030 science-based target.
- Our robust, ongoing internal DEI programs and non-profit partnerships. We continue to support programs that advance the move to sustainable food systems while providing assistance to community partners in other ways. In 2023, we donated 2.3 million servings of product to local food banks—double our goal—and spent 600+ hours volunteering with non-profit organizations.

Through these and other efforts, we will continue to find important ways to leave a positive impact on our planet. And, as always, we'll continue to celebrate the wholesome goodness of plants and the possibilities they offer.

Because, ultimately, that's good news for Mother Nature, and good news for us all.

Sincerely,

Dave Ritterbush, CEO

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Sustainability and Our Business

Why Plant-Based?

The Goodness of Plants

Green Business Certification

**Continuing Our
Sustainability Journey**



Sustainability and Our Business

We believe that by creating delicious and versatile plant-based alternatives to dairy and coffee products that include dairy, we can better drive curiosity and excitement toward more sustainable consumption. We also know that businesses have a unique opportunity to create positive change in the world. We support efforts that improve availability and equitable access to plant-based foods for the positive impact they have on both human health and the environment. We continue to raise our voices in pursuit of a transition to a resilient and climate-friendly food system.

With our philosophy of doing our part, we appreciate that we need to take responsibility for our impact. We continue to work from the findings of the materiality assessment completed in 2021. This enables us to focus our sustainability efforts on the areas where we believe we have an opportunity to affect the most meaningful change, and we're happy to share the progress we made in 2023.



Why Plant Based?

It's irresistibly good in every way. Plant-based options are a great alternative to dairy, while contributing to a more sustainable food system. Data shows that switching to plant-based options can have a positive benefit on human health.^{1 2} It's also inclusive of all people with lactose sensitivity, the majority of whom are Black, Indigenous, and people of color.³

Today, the challenge of climate change confronts us. As per the Sixth Assessment of the United Nations Intergovernmental Panel on Climate Change, the food system alone is responsible for as much as 22% of the overall global greenhouse gas (GHG) emissions, underscoring the critical role it plays in contributing to environmental impacts.⁴ Another study found that 57% of emissions from total food production came from meat and dairy products and 29% from plant-based foods.⁵ We believe we have an opportunity to switch consumption to lower emissions options.

One way to make progress toward a more sustainable food system is by designating delicious and versatile plant-based milks as the default menu option, while still offering a dairy opt-in. We celebrate the work of organizations that are researching and advocating for these plant-based defaults, including Stanford University's recently launched Humane and Sustainable Food Lab.



“We use rigorous scientific research to identify the best routes to enable a plant-based future and end factory farming. We are motivated by the potential to improve animal welfare and human health and to help curb climate change. We do research evaluating how to increase the consumption of plant-based foods through education, choice architecture* and introducing plant-based products such as almond and oat milk. A key research question right now is how much people will shift to plant-based food and beverages when these become available.”

**Dr. Maya Mathur, Principal Investigator, Humane and Sustainable Food Lab
and Assistant Professor, Stanford University**

*Choice Architecture is “changing the environments in which foods are chosen to nudge people toward healthy, plant-based choices.”⁶



✓ **50%**
Less Sugar
than dairy milk**

**One cup of 2% dairy milk contains 12 grams of sugar. One cup of Califia Farms Complete Plant-Based Milk contains 6 grams of sugar.

- ✓ **8g of Protein**
- ✓ **Calcium**
- ✓ **Vitamins A, D + B12**
- ✓ **Riboflavin**
- ✓ **Magnesium**
- ✓ **Potassium**
- ✓ **Phosphorus**

Califia Farms Complete is nutritionally comparable to dairy milk with half the sugar. One 8oz serving of Califia Farms Complete has the same amount or more of each of these nine essential nutrients as an 8oz serving of dairy milk: Protein, Calcium, Vitamin A, Vitamin D, Vitamin B12, Magnesium, Phosphorus, Potassium, Riboflavin.

How did we do it? With the natural goodness of plants! We keep our recipe box full of many different options like oats, almonds, and coconut. For Califia Complete we use a super blend of fava beans, field peas, and chickpeas to achieve a creamy consistency that includes 8 grams of protein with all 9 essential amino acids.

Fava beans, field peas, and chickpeas are legumes. Legume agricultural production releases 5-7 times less GHG per unit area compared with other crops, sequesters more carbon in the soil, and helps reduce the use of synthetic fertilizers.⁷

The Goodness of Plants

Meet Califia Farms Complete, our newest plant-based milk. It's completely irresistible.

Green Business Certification

In November 2023, our Los Angeles Collaboration Center achieved the Los Angeles GREEN Business Certification⁸, joining 250 certified green businesses across the city that meet environmental standards in waste, energy, water, pollution prevention, and air quality. This certification was spearheaded by our newly formed Green Team Committee, who initiated many changes such as:

- ✓ Removed single use plastic from snack stations
- ✓ Improved waste sorting through training and signage
- ✓ Increased availability of reusable dishware



In 2022, the operation of buildings was responsible for 26% of energy-related carbon dioxide emissions globally.⁹





Califia Farms HQ became a Certified Los Angeles GREEN Business!



1 LED/motion sensor lights



2 Reusable dishware



3 Energy Star appliances



4 Water efficient sinks & EPA safer choice cleaners



5 Improved waste sorting



6 Bike lockers



“As a certified California Green Business, Califia Farms went above and beyond to improve their sustainability practices. They didn’t stop after completing the already intensive program requirements, going forward with extra focus on waste diversion efforts. They became a model Green Business through the changes implemented with the support of the CA Green Business program. Changes made in the office add up to a greener future.”

**Maren Appert,
Los Angeles Green Business
Program Coordinator**

Continuing Our Sustainability Journey

Vision

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

**By Activating this Vision,
We Can Achieve Our
Company Mission**

Create a future where plants replace dairy without compromise.

Our Four Pillars of Sustainability



**Contribute to
Resilient Agriculture**



**Accelerate the
Circular Economy**



**Advance
Climate Solutions**



**Be a Positive Force
for People & Communities**

Governance

In 2021, we hired a dedicated sustainability officer to support our existing sustainability efforts and to develop our long-term sustainability strategy. Our Sustainability Steering Committee, led by our sustainability officer, includes members of the Executive Team and engages our Board of Directors to discuss and align on our sustainability strategy and key decisions. In 2023, we added a voluntary Green Team Committee to harness our passion for sustainability at our Los Angeles Collaboration Center.

Code of Conduct & Supply Chain Transparency

Califia Farms is committed to maintaining high standards of social and environmental responsibility within our business operations worldwide. Our supplier Code of Conduct, based on the Ethical Trade Initiative Base Code, aims to protect the rights of workers in our supply chain. Signing our code is an expectation of doing business with us.

Employee training addresses topics under the California Transparency in Supply Chains Act and the UK Modern Slavery Act. Training for all employees occurs during onboarding, and senior leadership and supply chain teams are trained annually.

It Takes a Village

We know that to advance sustainability, we need to leverage support outside our own organization. That's why we are an active member of the Plant Based Foods Association, Climate Collaborative, RE100 Renewable Energy Initiative, and the UN Global Compact. We have also set a Scope 1 and 2 GHG emissions target with the Science Based Targets Initiative (SBTi) and track our progress on our sustainability initiatives in alignment with the 2030 UN Sustainable Development Goals.





Contribute
to Resilient
Agriculture

Our Commitment[▼]

Promote a more sustainable supply chain through engagement in industry partnerships and deepening relationships with farmers and suppliers.

Material Issues

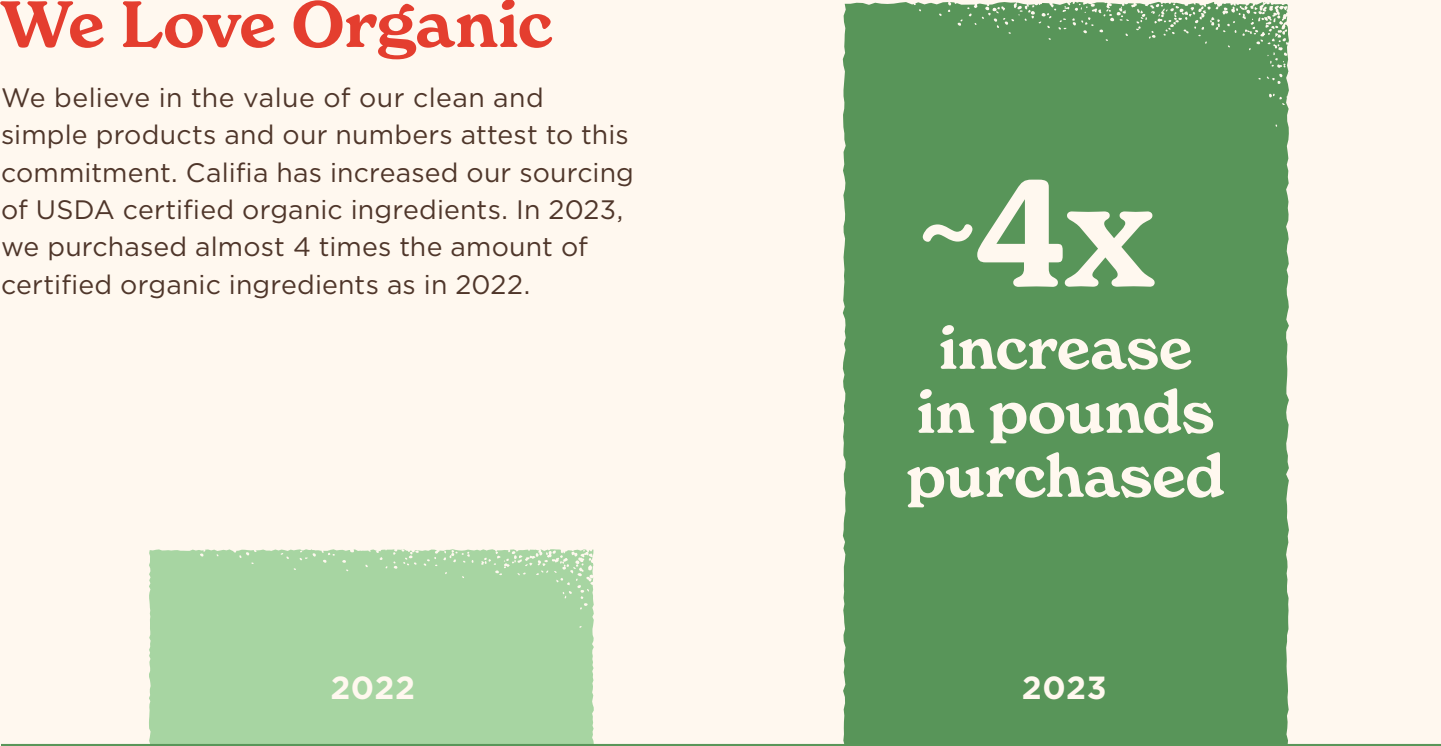
Water, Farmer Practices & Livelihood, Scope 3 Emissions, Biodiversity, and Supplier Social Performance.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT



We Love Organic

We believe in the value of our clean and simple products and our numbers attest to this commitment. Califia has increased our sourcing of USDA certified organic ingredients. In 2023, we purchased almost 4 times the amount of certified organic ingredients as in 2022.



Certified Organic Ingredients (lbs.)



By increasing our organic sourcing for our line of organic plant milks and creamers, we aim to support organic farming systems, which offer a range of benefits from improving ecosystem function, to health benefits for consumers. Certified organic farming requirements contribute to the following:

✓ **IMPROVED NUTRIENT QUALITY**

Various scientific reports demonstrate that organic foods may provide higher levels of certain nutrients like magnesium and phosphorous.¹⁰ Actual results may vary.¹¹

✓ **SUPPORTING BIODIVERSITY**

Organic farms support higher levels of biodiversity by not using synthetic agrochemicals, which are harmful to birds, aquatic species, pollinators, and other wildlife.¹³

✓ **WATER CONSERVATION**

Organic farming practices such as mulching and compost applications help to maintain soil moisture and reduce water usage, which is crucial in areas where water resources are limited.¹²

✓ **IMPROVED SOIL HEALTH**

Organic farming practices focus on improving soil health through application of compost, cover cropping, and crop rotation.¹⁴



Consumers Love our Organic Milks

@mywholesomecasita
3 ingredient Organic Almond milk has my ♥.
Thank you @califiafarms !

@dairyfreeeats
The organic oat and almond milk are my newest staple items ♥ don't know what I'd do without them!!

Meet Califia's Almond Supplier

Organic Almonds

Our organic almonds from Gardiner Farms are rooted in a shared commitment to responsible land stewardship. A conversation between the Gardiner family and Califia Farms over seven years ago inspired a big change at Gardiner Farms: to convert 200 acres of their farm to organic production. Since that conversation, the Gardiner family has gone on to transition 692 acres to certified organic production, and today, Califia purchases their entire organic almond crop.

“With Califia Farms, it’s been a partnership since the start, so when we were discussing the feasibility of transitioning from conventional to organic production, the trust and commitment in the relationship gave us the confidence to embark on the initial transition of 200 acres.”

**Jimmy Gardiner,
Gardiner Family Farms**





Water Conservation

In the 1990s, the Gardiners installed some of the first micro-drip irrigation systems, which was innovation born out of the tough decisions a family farm must make. By 2014, all their acreage was micro-drip irrigation. By participating in the California Almond Board's Sustainability Program (CASP) and reporting water use data annually, they bring three decades of focus to on-farm water conservation.

In 2018, through CASP, the Gardiners committed to reduce blue water¹⁵ use by 20% by 2025 against a 2018 baseline of 36" per acre per year. The Gardiners' 5-year average water use between 2019 and 2023 was 32.04" per acre per year.

This reduction demonstrates their progress towards meeting the 2025 target. They achieved this through practices such as soil moisture sensors, on-farm water catchment, and compost application to support soil water retention.

**100% of
our organic
almonds are
Bee Friendly
Farming[®]
certified.**

Pollinators

Bees are the ecological partners to tree crops, and Gardiner Farms' 20,000 owned populations demonstrates their focus on this critical, and symbiotic, relationship. In 2014, Gardiner Farms became one of California's first Bee Friendly Farming® certified almond farms, a second party-verified certification program from the non-profit organization, Pollinator Partnership.¹⁶

To ensure habitat access and pollinator health, they lease 14,000 acres of high quality, native forage habitat. This habitat spreads over 7 miles with intercropped pollinator-friendly cover crops between orchard rows on 1,198 acres.



In 2023, 100% of the almonds allocated for Califia Farms organic products are Bee Friendly Farming® certified.

Whole Orchard Recycling

Whole orchard recycling is a regenerative practice starting at the end of an almond orchard's life cycle when tree replanting takes place. Old trees are uprooted and chipped, generating biomass small enough to integrate back into the orchard's soils. In this regenerative process, the carbon contained within its biomass is sequestered in the soil,¹⁷ and over the long-term, the water holding capacity of the soil has shown to increase.¹⁸ As of 2020, whole orchard recycling has happened on 1,507 of Gardiner Farms' almond acreage.

DID YOU KNOW?



Almond orchards help strengthen bee hives because it's the bees' first natural source of food each spring and almond pollen is very nutritious for honey bees.¹⁹



@the.green.plant.lady

@califiafarms The pumpkin spice oat barista blend is the absolute best! I gave up dairy years ago and I have NEVER EVER found a more delicious creamer that tastes and acts like a café made pumpkin spice latte but at home!



Sustainable Sourcing: Pumpkins

We were determined to use the Kabocha Amber Max Pumpkin sourced from eastern Washington in our products. It took two years for us to find it! Why? We required just the right pumpkin flavor, so we worked with our grower to modify harvesting practices, including allowing the fruit to stay on the vine longer for that depth of flavor. On the farm, our grower tends to the land in a way that minimizes environmental impacts: utilizing crop rotation, employing minimum soil tillage, and testing soil regularly to maintain soil health.



We use fresh pumpkin in many of our popular seasonal items, like Pumpkin Spice Cold Brew Coffee and Pumpkin Spice Almond Milk Creamer.



**Accelerate
the Circular
Economy**

Our Commitment[▼]

Improve the circularity of our packaging and target zero waste at our Bakersfield, California manufacturing facility.

Targets

- Sourcing 100% recyclable packaging by 2030²⁰
- Use 100% recycled polyethylene terephthalate (rPET) in our bottles globally by 2030
- Achieve zero waste at our Bakersfield, California manufacturing facility by 2025²¹

Material Issues

Packaging, Waste, and Scope 3 Emissions.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT



Our Packaging

In 2021, we shared the results of our Materiality Assessment (see [Appendix](#)). These results determine the issues most important to our company and stakeholders. This data has informed our sustainability strategy and areas of investment moving forward. In this assessment, we discovered packaging had the highest impact within our operations.



How a Circular Economy Works

Packaging is both versatile and valuable. However, we all know that it's time to rethink our relationship with packaging, including plastic. The way to do that is through a circular economy, and we're proud to be part of this movement. The three parts of a circular economy are:

- Eliminate materials we don't need
- Innovate so that our materials are reusable, recyclable, or compostable
- Circulate packaging, especially plastic, to keep it in the economy and out of the waste stream²²



CIRCULAR ECONOMY

Eliminate & Avoid

Our 2023 Projects

Elimination of unnecessary packaging materials has multiple benefits, from reducing our reliance on fossil fuels to emitting less GHG emissions. Our plastic packaging lightweighting over the past 5 years has helped us avoid producing 4 million pounds of plastic! In 2023, these projects focused on reducing plastic and fiber, while still delivering the same quality products. Check out our timeline of plastic packaging reductions on page 27.

In 2023, our team found four more ways to reduce packaging:

LABELS

December 2023, reduced the weight of the labels used on our curvy plastic bottles. This switch results in an average 10% weight reduction per label across all bottle sizes.



CORRUGATED BOXES

May 2023, reduced the weight of corrugate boxes used to ship our 48oz plant milks at a Califia Farms co-manufacturer, resulting in an 11% fiber savings per box. A bonus: these boxes went from 23% to 100% recycled content and have FSC® Chain-of-Custody Certification from the Forest Stewardship Council (FSC).

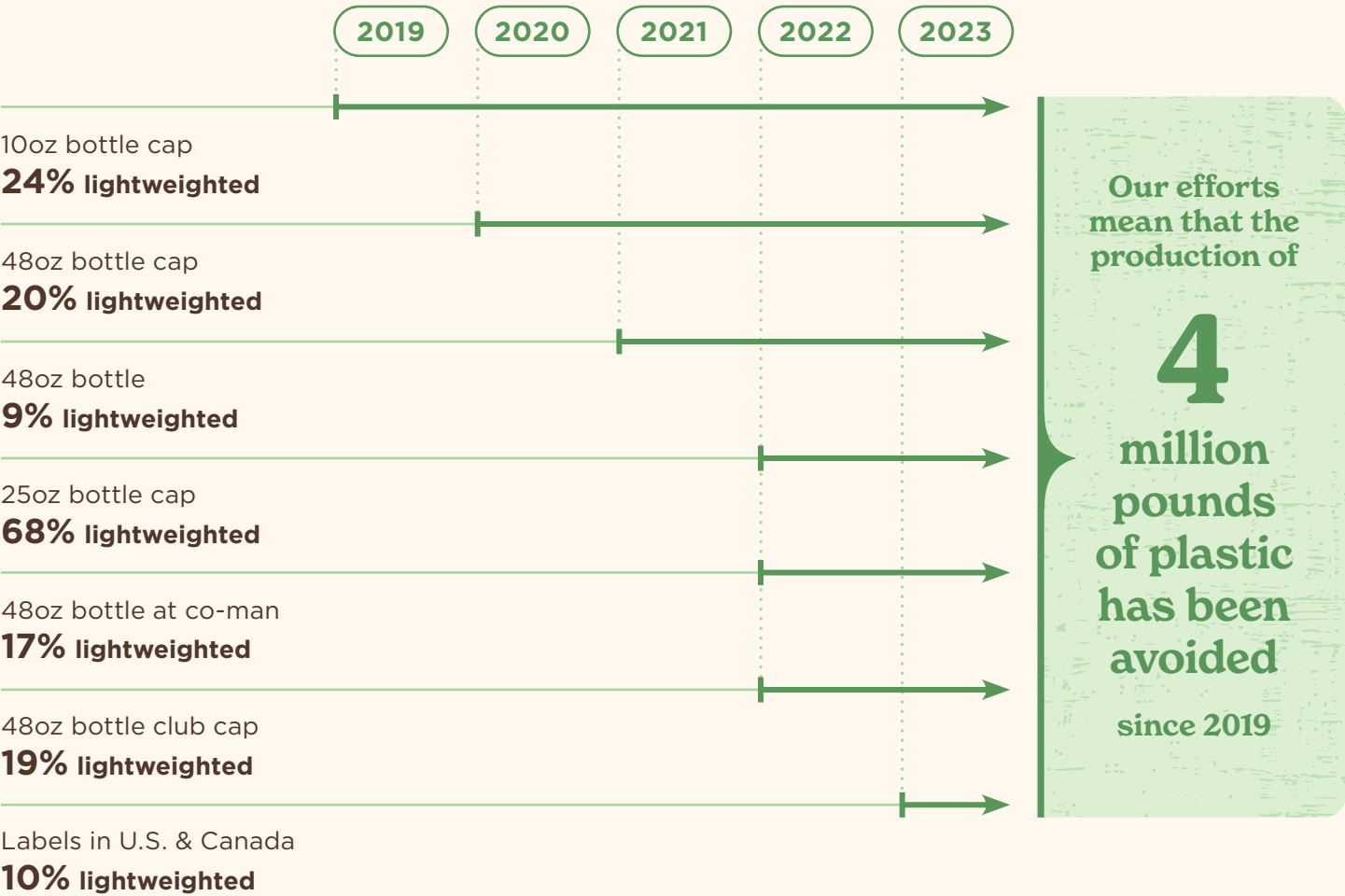
October 2023, offered a 12-count corrugate box for our Oat and Almond Barista items made at two of our co-manufacturers instead of using two 6-count boxes. This switch uses 20% less fiber.

December 2023, reduced the side flaps of the corrugated cardboard for our 25.4oz creamers at our Bakersfield, California Manufacturing Facility. This is an 18% reduction in fiber per box.



By lightweighting
our plastic
packaging over
the past 5 years,
we have avoided
using over
4 million pounds
of plastic!

Lightweighting Plastic Packaging Since 2019²³





CIRCULAR ECONOMY

Innovate**Our Iconic Bottles Are Now Made with Recycled Plastic**

We set a 2030 goal to transition our bottles from virgin plastic (PET) to 100% recycled plastic (rPET) in the United States and Canada, and we achieved our goal 6 years early. The transition to rPET affects our bottles only and does not apply to the plastic cap or sleeve.

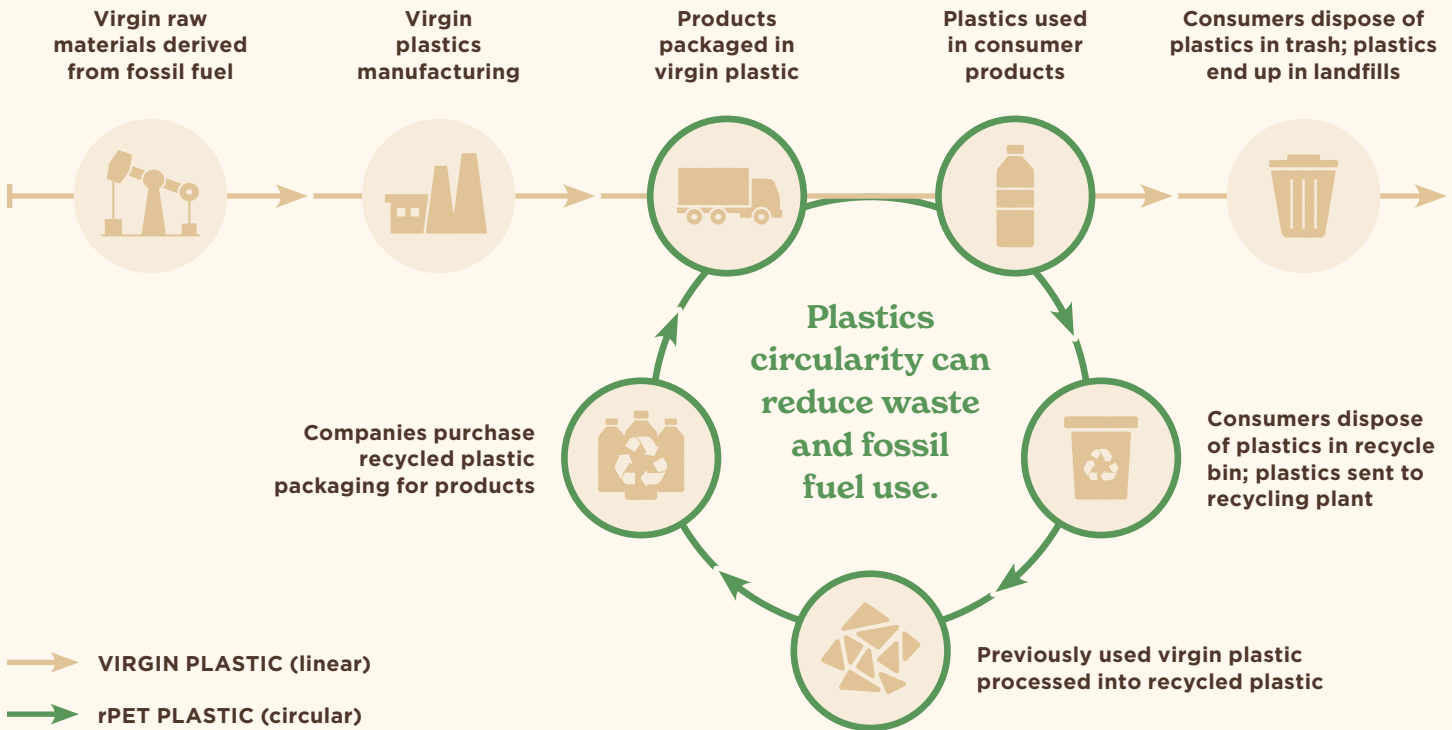
We modeled the environmental impact of this transition and decided it needed to be prioritized. Transitioning to rPET for our bottles lowers our environmental impact compared to using virgin plastic. As a UN Global Compact member, this demonstrates our alignment with COP 28 commitments to transition away from reliance on fossil fuels and is part of our overall effort to reduce our GHG emissions.



*Does not include plastic cap or sleeve

Virgin Plastic (Linear) vs. Recycled Plastic (Circular)

Virgin plastics are created through the extraction of fossil fuels and processing of new raw materials (fossil fuel-based inputs). In contrast, rPET is created from existing plastics, thus reducing the reliance upon new raw materials derived from fossil fuel extraction and their associated GHG emissions.



Circularity, Waste Reduction, and rPET

The availability of rPET is highly reliant upon the development of a circular economy where consumers do their part to recycle plastics and brands like us do our part to transition toward increased rPET use. Global plastic waste leaked to the open environment is expected to nearly triple by 2060.²⁴ Through building a circular economy that increases rPET availability and use, together we can help operationalize this plan and mitigate the accumulation of plastic waste.

**CIRCULAR ECONOMY****Circulate**

The third pillar of the circular economy is to mobilize products and materials at their highest value. The highest value for bottles is to turn them back into bottles. This means keeping materials in use, either as a product or, when they can no longer be used, as components or raw materials.²⁵

**Doing our Part
to Promote Recycling**

We've been a member of How2Recycle® since 2021 and include the How2Recycle® label on more than 100 of our products. Being a member of How2Recycle® promotes a standardized labeling system that takes the guesswork out of recycling by providing consistent and transparent on-package disposal instructions to consumers.²⁶

We also joined On-Pack Recycling Label (OPRL) in the United Kingdom which provides simple, consistent, and U.K.-relevant recycling messages on packaging. These widely recognized labels help consumers recycle better and more often.²⁷ Consumers will start seeing these on packaging beginning in late 2024.



“Conscientious recycling is super important to the future of recycling, and your efforts to make it easier for the consumer is a really radical move in our profit driven, cost-cutting times. I appreciate that and imagine I’m not the only one.”

Califia Farms consumer

Zero Waste in Manufacturing & Our Supply Chain

We continue to strive toward our zero-waste goal at our Bakersfield, California manufacturing facility through reuse and recycling efforts. Our contract manufacturers are also doing the same — 57% have zero waste programs and more than a third have achieved zero waste.

WHAT IS ZERO WASTE?



According to Zero Waste International Alliance, zero waste is the “conservation of all resources by means of responsible production, consumption, reuse, and recovery of products, packaging, and materials without burning and with no discharges to land, water, or air that threaten the environment or human health.”²⁸ Reaching zero waste means we must achieve at least 90% diversion from landfills.



At Our Plant

In 2020, we started our zero-waste journey in earnest. By 2021, we were diverting 70% from landfill and reached 82% in 2022. In 2023, we also achieved 81% diversion, less than our 2023 target of achieving 90% diversion, which is considered zero waste.

At the beginning of 2023, we identified three plastic material streams that were going to landfill and set out to change that. After exploring programs with multiple regional vendors for most of the year, we found a solution in late Q4 2023 and kicked off a pilot in Q1 2024.

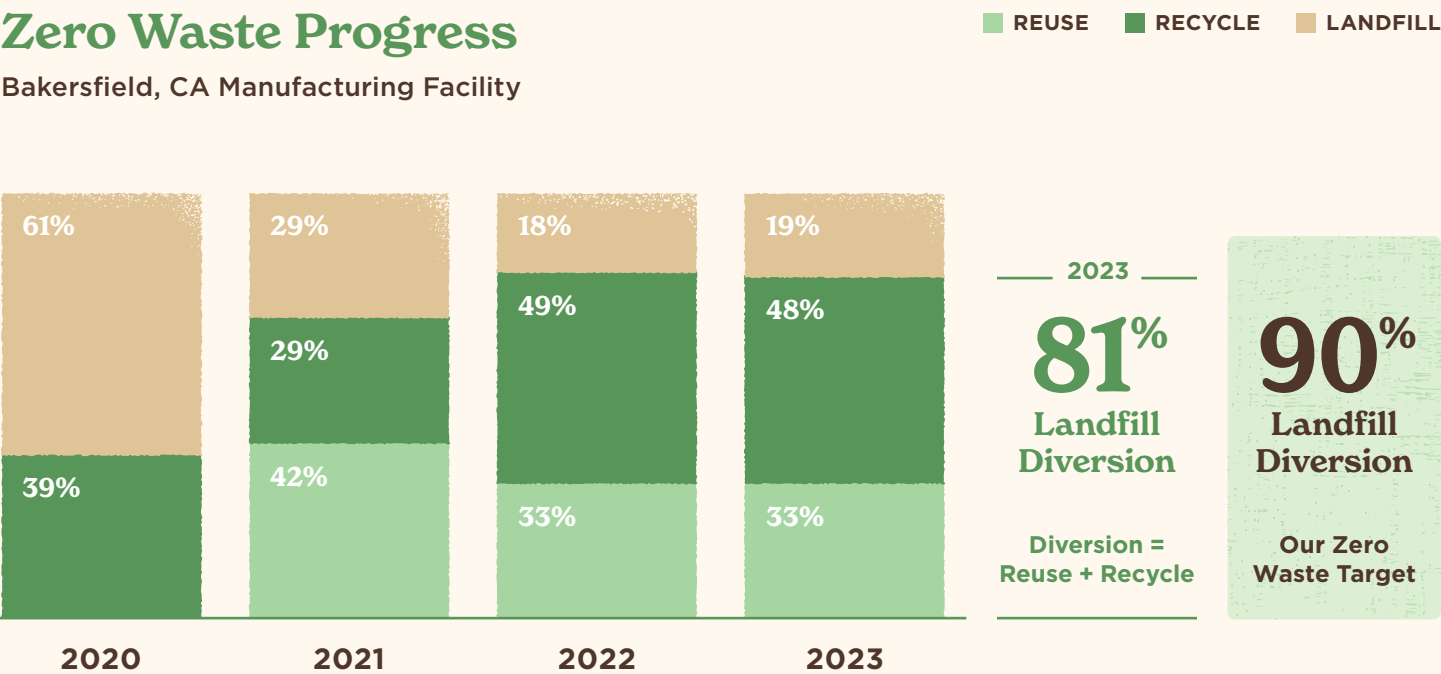
Additionally, we identified an opportunity to reduce food waste in processing. We're happy to report that we saved 65,000 pounds of ingredients²⁹ from going to waste after a formula change was made to our products. However, we are still looking for a recycling or reuse solution for the packaging that the new ingredients are shipped in.

Shortly after starting this zero waste initiative, we set a goal to achieve zero waste by 2023. After a few years under our belt, we're experiencing firsthand the challenges of finding end markets for harder-to-recycle items. This means acknowledging that we didn't hit our published goal and are moving that target of zero waste, or 90% diversion, out two years to 2025. Stay tuned for more news on our progress.



Zero Waste Progress

Bakersfield, CA Manufacturing Facility



Since 2020, we have diverted 10.2 million lbs. of waste from landfill.



**Advance
Climate
Solutions**

Our Commitment[▼]

Reduce our GHG emissions throughout our supply chain and use renewable energy in our manufacturing.

Targets

- 42% reduction in Scope 1 and 2 GHG emissions over 2020 by 2030³⁰
- Significant reduction in Scope 3 GHG emissions by 2030

Material Issues

Energy, Scope 1 and 2 Emissions, Scope 3 Emissions, Supplier Environmental Performance, Water

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT



Our Greenhouse Gas Emissions

In our 2021 Sustainability Report, we first shared our Scope 1 and 2 emissions (those coming from sources controlled by Califia), and Scope 3 emissions (those occurring within our value chain like growing ingredients or transporting materials). In 2022, we sought to drive more accuracy in this reporting. So, we remeasured our 2021 Scope 1 and 2 emissions and used activity data rather than spend data for our Scope 3 emissions hotspots of transportation, ingredients, and packaging.



2023 Findings

For 2023, using activity data we measured our Scope 1, 2, and Scope 3 emission hotspots.³¹ In 2023, our total carbon footprint went down by 9% compared to our 2021 baseline. Our Scope 3 emission hotspots contribute to the majority of our climate footprint at 89%, where ingredients make up 40%, transportation makes up 31%, and packaging makes up 18%. Both packaging and transportation decreased in absolute emissions: packaging due to our transition to 100% rPET bottles and transportation by optimizing delivery distances and reducing double handling of products (see [annex](#) for absolute values).

Our 2023 Greenhouse Gas Emissions

Scope 1 & 2

OUR MANUFACTURING FACILITY AND HEADQUARTERS



FUEL & ELECTRICITY EMISSIONS

Scope 1	3%
Scope 2	3%

Scope 3

VALUE CHAIN EMISSIONS



HOTSPOTS' EMISSIONS

Ingredient	40%
Transport	31%
Packaging	18%
Other	5%

FUEL & ELECTRICITY EMISSIONS

Scope 1 & 2: Project Highlights

Our Bakersfield, California Manufacturing Facility

Our owned operations account for 6% of our total emissions. To make progress towards our SBTi 2030 goal of reducing Scope 1 and 2 emissions by 42%, in 2023 we formed a team composed of members from our Bakersfield manufacturing facility to identify new energy reduction opportunities and track their impact. These practices will continue, and we look forward to leveraging installed trackers and expanded data monitoring to quantify impacts and better inform decision making.



In 2023, we reduced our Scope 1 and 2 GHG emissions by 24% over 2022.

What's New in Bakersfield

In 2023, we reduced our Scope 1 and 2 GHG emissions by 24% over 2022. The projects we executed that contributed to this reduction were:

- ✓ Repaired leaks on systems using refrigerants
- ✓ Reduced on-site diesel-powered storage and transportation
- ✓ Rebuilt our gas boiler and instituted weekly preventive maintenance for steam leaks
- ✓ Implemented production efficiencies of our homogenizer reducing electric use





Building Expansion

We didn't stop there. The expansion of our manufacturing facility in Bakersfield, California continued in 2023. This expansion provided space for us to include blow molding capabilities, reducing total miles on the road. We also installed solar lighting in our parking lot and 10 electric car charging stations.

Green-e® RECs

We purchased renewable energy credits (REC) for 11,000 Megawatts to match the total electricity we used in our manufacturing facility in Bakersfield, California for 2023.³² All energy credits are Green-e Certified wind and solar RECs. This certification is a consumer protection program that is an assurance of product quality and verification of ownership.³³

Green Fleet

We continued our membership in e-Mission Control as a Green Fleet Pioneer where 17 out of 19 onsite forklifts are powered by electricity. In 2023, our electric vehicles avoided 453 metric tons of carbon dioxide equivalent (mtCO₂e) emissions. That's equivalent to eliminating 1.1MM miles from the road in an average gasoline vehicle.³⁴



VALUE CHAIN EMISSIONS

Scope 3: Highlights & Supplier Efforts

rPET

As we shared, our bottles sold in the U.S. and Canada are made with 100% rPET plastic. The conversion to rPET can reduce greenhouse gas emissions by at least 19%³⁵ in 2024, assuming the same production volumes. When we have a full year of production in rPET bottles for the U.S. and Canada, our model forecasts that this will be our single biggest annualized effort to reduce Scope 3 emissions.

Streamlining our Transportation

We're always looking for ways to reduce our miles on the road. This year, we targeted reducing "double handling" and incorporating more single handling. Single handling is moving our ingredients and packaging to get it to the right place the first time, avoiding that second touch.

We removed 685,000 transportation miles from our network last year. How did we do it? Primarily by improving the accuracy of our manufacturing and sales forecast. We are proud to share that in 2023 we entered Gartner's "Best in Class"³⁶ status with a forecast accuracy of over 80%.

Product Storage

Several of our plant milks and barista blends are in aseptic packaging, a manufacturing process that doesn't require refrigeration until opened. This year, we explored the possibility of moving any of these products, stored in energy-intensive storage, into ambient storage, which is less emissions intensive. We're happy to share that we shifted 1.1 million cases out of refrigeration into ambient, non-refrigerated storage.

Supplier Commitments



We also see our suppliers taking similar steps to reduce their GHG emissions. In 2023, 17% of our suppliers³⁷ set SBTi commitments, an increase from 15% in 2022.

Solar Power at our Suppliers

The adoption of sustainable practices at Gardiner Farms continues. In 2010, the farm began investing to transition to all on-farm solar power by 2024. As of 2023, on-farm generation of 18,000 megawatt hour (MWh) exceeded their total energy needs.



Scope 3: Avoided Emissions





The conversion
to rPET
reduces our
total avoided
emissions
by 19%.³⁵



**Be a Positive
Force for People
and Communities**

Our Commitment[▼]

Build a healthy workplace culture at Califia and create nutritious plant-based products for communities everywhere. Because plant-based is planet-based is people-based.

Annual Targets

- 1 million servings of product donations
- \$35K in financial donations
- 2 company-wide volunteer days

Material Issues

Diversity & Inclusion, Safe & Healthy Workplace,
Local Community Engagement

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT



Our People

Over the years, we've built a talented and passionate team dedicated to creating nutritious plant-based products for communities everywhere. Our Calafia Family is one of inspiring, creative team players from diverse backgrounds committed to uplifting Calafia's values inside the workplace and with our communities outside the workplace.

Our recognition platform offers Calafia employees an opportunity to send kudos to fellow co-workers. In 2023, over 250 posts of recognition were given at our Los Angeles Collaboration Center and Bakersfield, California manufacturing facility. This robust recognition program is part of our efforts to increase employee satisfaction at work and, according to Deloitte, we know it also can increase engagement by up to 14% compared to organizations without one.⁴⁵





Across Our Organization

The growth and development of our employees is one of the keys to our success. In 2023, we hosted eight workshops to support our employees. These sessions included topics like building resiliency and financial wellness.

The Leadership Foundations Program is an annual program supporting managers in effective communication and creating a positive workplace environment. In 2023, nine employees completed the program, 67% of them women. We also hosted a Leadership Foundations training for 20 alumni who completed the program in the past, 45% of them women. Leadership development is offered at our L.A. Collaboration Center and at our Bakersfield manufacturing facility.

**In 2023, women represented
57% of Califia's Senior
Leadership Team.**

Equitable Leadership

To create an equitable, supportive, and inclusive work environment we support the development of women as leaders. In the United States, women in senior management positions are underrepresented, holding 37% of senior management positions.⁴⁶ In 2023, women represented 57.9% of Califia's Senior Leadership Team.



Our Values

Passion for Purpose

We are here to make a difference in the world as a part of the plant-based revolution. We are driven by our purpose and are laser focused on making our mission a reality. We are here because we love what we do, we deeply believe in what we are building, and because together, we are planting a healthier future.

Insights Into Action

This is our peanut butter and jelly, individually they are fine, but together they are amazing. We believe that our actions should always be informed by insights, and that an insight without an action is a wasted opportunity.

Fierce Interdependence

We believe anything is possible when we go together. We know that there is no such thing as an individual accomplishment and that everything we do is connected to other people, departments, and work streams. Clear communication, seeking input from others, and a persistent spirit of collaboration enables us to build our success together.

Challenger Spirit

We are a company of doers, pushers, and builders. Califia Farms is a disruptive force in our industry and in the plant-based movement because we are always looking for ways to do things differently, to make things better. We don't accept mediocrity. We challenge the status quo by thinking big, being bold, and living our mission every single day.



Our Committees

At Califia Farms, we have four volunteer committees driven by employee passion. These committees foster cross-department collaboration and bring deeper meaning to our day-to-day and to our communities. In 2023, 20% of our employees were involved in one or more of the following committees.



DEI Education

With an objective to increase our collective knowledge on matters related to diversity, equity, inclusion, sustainability, and health, this is one of our most active committees. This past year, the DEI Education Committee invited experts to speak on topics our company and employees deemed important. We celebrated women in leadership, Black History Month, and Earth Day, learned about food deserts, and got tips on how we can eat to feel and perform our best.



DEI Food Justice

The DEI Food Justice Committee partners with food justice organizations across our Los Angeles and Bakersfield communities through volunteering, financial support, product donation, and education. This year, the committee led two company-wide volunteer days, contributing 628 employee hours to volunteering, and exceeded their product donation goal of 1 million servings by facilitating the donation of 2.3 million 8oz servings.

L.A. Green Team

The L.A. Green Team Committee increases sustainability awareness and engagement at our Los Angeles Collaboration Center through educational opportunities and employee-led

initiatives around greener living. In 2023, the committee spearheaded efforts to get our office certified as a Los Angeles GREEN Business Program through the California Green Business Network.

Plant Employee Engagement

The Califia Plant Employee Engagement Committee is a team based at our Bakersfield, California manufacturing facility, with representatives from all departments, shifts, and positions. Meeting monthly, the committee focuses on initiatives like team building, recognition programs, and communication strategies to boost a collaborative environment. In 2023, they donated school supplies for a back-to-school drive and items to the Salvation Army.



Initiatives

HERITAGE MONTH CELEBRATIONS

To honor diversity in the workplace, Heritage Months are celebrated by sharing educational content on a jumbo screen that sits in the center of our onsite café, serving culturally relevant cuisine, and inviting employees to share more about their culture.

HERITAGE HIGHLIGHTS



In September 2023, we celebrated Latinx Heritage Month with traditional Mexican sweet bread and café de olla coffee for breakfast. Office Coordinator, Nancy Reyes, shared a personal story highlighting her El Salvadoran heritage while honoring her parents' journey and teachings. During her presentation, Nancy wore a handcrafted dress and earrings from her father's hometown in El Salvador. Lunch was catered from Chamo, a family-operated Venezuelan restaurant serving delicious arepas and yuca while Latin music played in the background.



In October 2023, we celebrated Diwali, the Hindu festival of lights. Away from Home General Manager Halee Patel Newton and Senior Director of Product Development Rajiv Dave spoke about their family traditions from lighting candles to exchanging sweets over the five-day festival. In the afternoon, tandoori chicken, garlic naan, vegetable biryani, and gulab jamun was catered from the Indian restaurant, Delhi Belly.

FEB**Black
History
Month****MAR****Women's
History
Month****APR****National
Arab American
Heritage Month****MAY****Asian American
& Pacific Islander
Heritage Month**

Heritage Month Celebrations

JUN**LGBTQ+
Pride
Month****SEP****Latinx
Heritage
Month****OCT****Diwali
Spotlight****NOV****Native
American
Heritage Month**

LERDO BACK TO SCHOOL DRIVE

The Employee Engagement Committee at our Bakersfield, California manufacturing facility held a back-to-school drive putting together backpacks with donations from employees. These backpacks were raffled off to hourly Calafia employees.



Our Communities & Impact

Volunteering

Spearheaded by our DEI Food Justice Committee, Calia employees worldwide volunteered a total of 628 hours in our communities. In Los Angeles, we planted trees with Tree People and revitalized an elementary school garden with the Garden School Foundation. In Bakersfield, we assembled food care-packages with Golden Empire Gleaners and our team in the U.K. sorted rescued food with City Harvest London.



Rachel Black

Garden School Foundation Spotlight

A non-profit partner of ours for the past 2 years, Garden School Foundation provides garden-based education to youth in Los Angeles at Title I Schools, which are schools that receive federal funding for improvements and to help students reach minimum proficiency.⁴⁷ Garden-based education strengthens student connections with food justice, environmental stewardship, and community health.⁴⁸

Beginning in March 2023, Califia's financial donation helped fund Garden School Foundation's Seed to Table programming.

In August 2023, Executive Director of Garden School Foundation, Rachel Black, took Califia Farms employees through a "Food Deserts versus Food Oasis" presentation.

“Los Angeles is home to one of the highest rates of hunger in the country. 1 in 4 households in the city experience food insecurity, making it difficult for many to live active, healthy lives. By working within the public school system, we reach some of the city’s most vulnerable youth. In *Seed to Table* classes, kids learn how to grow, harvest, and cook their own food. Kids also gain access to safe, green space where they can learn, discover, and unwind. By using the full transformative potential of school gardens as teaching sites, we’re putting more nutritious foods into the bellies of our 3,200 students and their families and training the next generation of environmental caretakers.”

Rachel Black, Executive Director of Garden School Foundation



Our Impact

Califia's contributions to our communities go beyond our company-wide volunteer days. Each year, we continue to give back through product and financial donations. In 2023, we doubled our 1 million product servings goal to 2.3 million 8oz servings. These product donations go to organizations like Conscious Alliance, who distribute healthy food to economically isolated communities across the country.⁴⁹ Our financial donation of \$35K went to four hero organizations fighting food insecurity, Garden School Foundation, Food Forward, Golden Empire Gleaners, and Community Action Partnership of Kern.

2.3million

servings donated, spilling over our goal of 1 million

628hours

volunteered

\$35k

donated



Workplace Safety

The health and safety of our people is crucial to our workplace. Safety is a key driver in every employee's decision-making process with a focus on preventing injuries from the start. As a result, our Bakersfield, California manufacturing facility's

average annual incident rate falls below the industry averages at 1.54 incidents compared to 4.1 for Beverage Manufacturing and 5.1 for Dairy Product Manufacturing.⁵⁰

Looking Forward

Sustainability is a journey that we believe is realized when people choose plants over dairy, as well as when we operate our business in a way that creates a positive impact on the health and well-being of our communities. We are proud of our 2023 accomplishments, and we are excited to continue working on our commitments to make Califia a more

sustainable company year after year. We will build on the momentum of what we accomplished in 2023 and will challenge ourselves to find innovative ways to deliver results across our four key pillars. And always with an eye on our mission to “Create a future where plants replace dairy, without compromise.”



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.

Corrections

- 2021 Scope 3 packaging emissions did not include 100% of packaging used at all contract manufacturing locations due to accessibility of information.
- 2022 waste diversion was updated to 82.4% by our zero waste partners, UCB Zero Waste on January 19, 2024 instead of their previously reported 84%.

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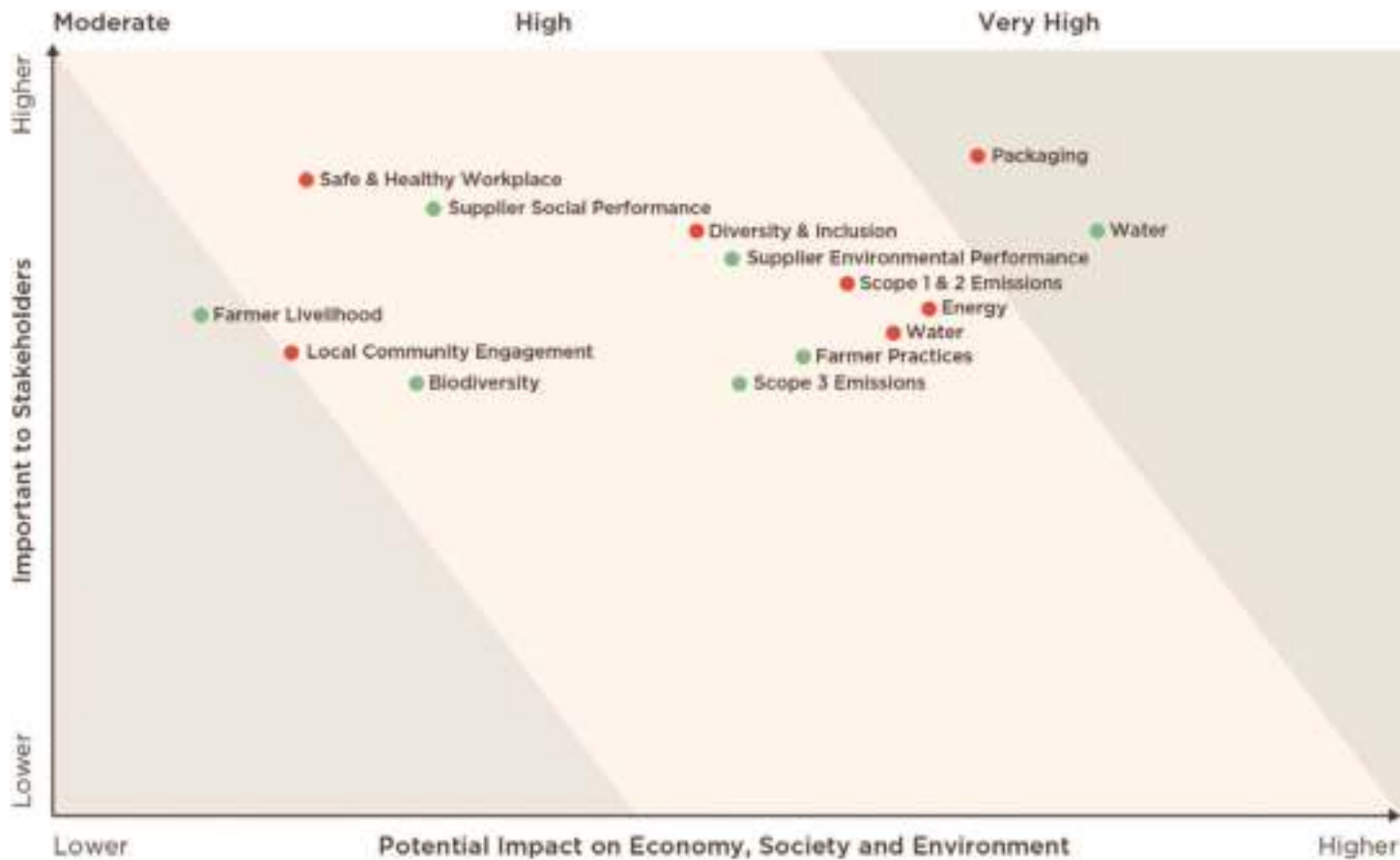
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- 30 Target boundary includes facilities managed by company and where the company consumes energy.
- 31 Scope 1: All consumption data from our Bakersfield, CA manufacturing facility.
Scope 2: All consumption data from our owned Bakersfield, CA manufacturing facility and Los Angeles, CA Collaboration Center.
Scope 3: Our hotspots were transportation, ingredients, and packaging and contributed to 89% of our scope 3; emissions from other scope 3 categories were not measured in 2023; the 2021 emissions of those categories was used.
Scope 3 Upstream and Downstream Transportation: use EPA Emission Factors for Greenhouse Gas Inventories for medium-and-heavy-duty truck, last modified: 12, September 2023. Truck refrigeration not specified.
Scope 3 Ingredients: used production data from all manufacturing sites. In 2023, ingredient emission factors expanded to include 97% of total ingredient volume produced.
Scope 3 Packaging: used production data for primary and secondary packaging used at all manufacturing sites.
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- 37 Suppliers includes all co-manufacturers, ingredient, and packaging suppliers from whom we purchase materials.
- 38 Light Weighting Packaging: Baseline weight 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 2023 for each of the 11 projects completed. Source data: PIQET Life Cycle Assessment software (release 4.25), U.S. location; Boundary cradle to production site.
- 39 Waste Diversion: Baseline is landfilled, recycled, and reused pounds of material at our Bakersfield, CA manufacturing facility for each year. Avoidance is calculated by adding each year's avoided emissions from recycled and reused over baseline since project inception in 2020 through 2023. Source data calculated by UCB Zero Waste using the EPA Waste Reduction (WARM) model.
- 40 BioBased Tetra Pak®: Baseline Tetra Brik Aseptic Edge standard package for same period at locations that took part in project; Avoidance calculated by subtracting baseline emissions for respective year over baseline and adding each year's avoided emissions for each year since project inception in 2022 through 2023. Source data from Tetra Pak® Carbon footprint report CO2e Product Model version 7, EU average; Boundary cradle to end-of-life.
- 41 Optimizing Delivery Distance: Baseline year is 2022 total truck miles from manufacturing site to warehouses. Avoidance is calculated by subtracting the emissions in 2023 of total truck miles adjusted for changes in volume of projection over baseline. Source data from EPA Emission Factors for Greenhouse Gas Inventories for medium-and-heavy-duty truck, last modified: 12, September 2023 with a boundary of incoming material shipments to finished goods third party warehouses.
- 42 Eliminate Double Handling: Baseline is 2022 total truck miles from manufacturing site to warehouses and warehouses to manufacturing site for the same materials. Avoidance is calculated by subtracting the emissions in 2023 over baseline. Source data from EPA Emission Factors for Greenhouse Gas Inventories for medium-and-heavy-duty truck, last modified: 12, September 2023 with a boundary of incoming ingredient shipments to finished goods distribution center.
- 43 rPET Packaging: Baseline: virgin production for production amount during the period the project was active; Avoidance: calculated by subtracting the baseline emissions from 2023's emissions for when project was active. Source data: PIQET Life Cycle Assessment software (release 4.25), open-loop method in the U.S. with 50/50 benefit allocation; Boundary cradle to production site.
- 44 Blow Molding: Baseline: truck miles of shipping the equivalent amount of blown bottles to our Bakersfield, CA manufacturing facility from our supplier for 2022. Avoidance is calculated by subtracting the baseline emissions from the 2023's emissions for when the project was active. Source data from EPA Emission Factors for Greenhouse Gas Inventories for medium-and-heavy-duty truck, last modified: 12, September 2023 with a boundary of supplier gate to production site.
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Materiality Assessment

The materiality assessment that we conducted in 2021 continues to guide our sustainability efforts.



● Company Operations

Topics associated with our owned and operated manufacturing facilities

● Value Chain

Topics associated with Califia products and the partners we work with to make them

Annex

2023

Resilient Agriculture	SOURCING & FARMING PRACTICES	
	Flavor & Extract Suppliers Signed IFRA-IOFI Sustainability Charter (%)	50%
	Organic Almond Acreage Certified as Bee Friendly Farming® (%)	100%
	Conventional Almond Acreage Certified as Bee Friendly Farming® (%)	75%
Circular Economy	PACKAGING	
	Plastic packaging avoided from lightweighting since 2019 (lbs)	4,027,769
	Corrugate packaging avoided from lightweighting since 2019 (lbs)	968,672
	ZERO WASTE AT OUR BAKERSFIELD, CA MANUFACTURING FACILITY	
	Waste Diversion (%)	81%
	Reused (lbs)	1,063,970
	Recycled (lbs)	1,520,652
	Landfill (lbs)	594,545
	ZERO WASTE AT OUR CO-MANUFACTURING SITES	
	Zero Waste Programs in place (%)	57%
	Zero Waste Achieved (%)	43%
Climate Solutions	EMISSIONS	
	Total Scope 1 Emissions (%)	3% 3,276 mt CO2e
	Total Scope 2 Emissions (%)	3% 2,510 mt CO2e
	Total Scope 3 Emissions (%)	94% 88,859 mt CO2e
	Suppliers with Science Based Targets (%)	17%
	TRANSPORTATION	
	Delivery Optimization (miles saved)	2,801,287
	Double Handling Elimination (miles saved)	685,000
	EPA SmartWay Carrier Partners (%)	61%
	Manufacturing, Blow Molding onsite (miles saved)	360,000
	ENERGY	
	Electricity Use in Operations (kWh)	10,366,322
	Renewable Energy Purchased for our Operations (%)	106%

Annex

2023

Climate Solutions	EMISSIONS AVOIDED (MTCO ₂ E)	
	Since 2019	
	Packaging: Lightweighting	8,970
	Since 2020	
	Waste Diversion at our Manufacturing Site	8,866
	Since 2021	
	Onsite Vehicles: Green Fleet Pioneer Program	1,377
	Since 2022	
	Packaging: EU Bio-Based Tetra Pak®	235
	In 2023	
	Packaging: Switch to 100% rPET	2,660
	Manufacturing: Blow Molding bottles onsite	502
	Transportation: Delivery Optimization	3,913
	Transportation: Eliminate Double Handling	958
People & Communities	LOCAL COMMUNITIES	
	Product Servings Donated (8-oz servings)	2,300,000
	Financial Donations (\$)	\$35,000
	Employee Volunteer Hours	628
	OUR PEOPLE	
	Operational Health & Safety: Annual Incidence Rate	1.54
	Women in Leadership Roles (%)	57.9%
	Women in Leadership Foundations Program (%)	67%
	Employees involved in 1+ Committee (%)	20%
	Professional Development Workshops (#)	8
	Employee Kudos Recognition (#)	271

To see prior years' performance, see our [2022 Sustainability Report](#).

