



2024-2025 SUSTAINABILITY REPORT

BERRIES  
*with*  
PURPOSE







# TABLE *of* CONTENTS

## 2024-2025 SUSTAINABILITY REPORT

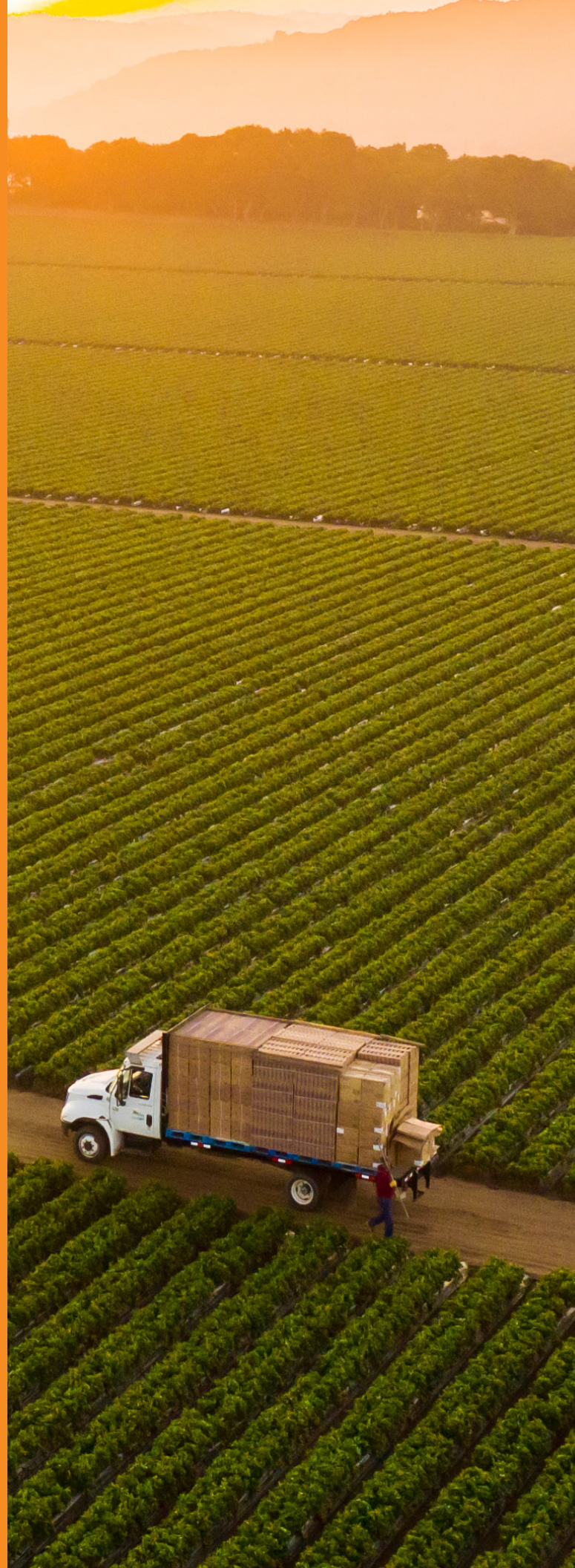
<b>INTRODUCTION</b>	<b>2</b>
Letter From Our President	3
From Our Sustainability Director	5
Introducing Our Purpose	9
Overview Of Our Achievements	11
<b>NOURISHING OUR COMMUNITIES</b>	<b>13</b>
Creating An Inclusive, Engaging Workplace	15
Supporting Our Growers	21
Giving Back To Our Community	23
<b>PROTECTING THE PLANET</b>	<b>25</b>
Caring For The Lands	27
Partnering to Advance Packaging Innovation	29
Reducing Emissions & Improving Energy Efficiency	31
<b>DELIVERING EXCEPTIONAL BERRIES</b>	<b>35</b>
Providing Healthy, Flavorful Berries Year-Round	37
Innovating To Improve Resilience And Sustainability	43







## A LETTER FROM OUR PRESIDENT



### Dear Community,

Since our founding, California Giant has been a family-owned, purpose-driven company. We have been on a journey to be the most sustainable berry company in the world because we believe that's the only way to provide healthy, nutritious berries for generations to come.

"Berries with Purpose" reflects the heart of how we operate. For decades, we've worked to deliver exceptional berries while nourishing our communities and protecting the planet. This purpose, shaped in collaboration with our leadership team, continues to guide every decision we make. It's who we are, it's how and why we do what we do.

This year, we achieved a milestone that reflects this purpose: we are now a certified B Corp. While Fair Trade and Organic certifications validate how our berries are grown, B Corp certification recognizes how we operate as a company. Becoming B Corp certified means our company has joined a community of businesses achieving the highest standards of social and environmental performance, accountability, and transparency.

B Corp certification shows just how much each one of us at California Giant is dedicated to creating a better world and raising the standard for our industry. It also sets a foundation for ongoing progress and greater responsibility. In partnership with our growers, vendors, customers, and team members, we are committed to building a sustainable company that nourishes our communities, protects the planet, and delivers exceptional berries for generations to come.

Thank you for being part of this journey. We look forward to growing positive change together.

**Joe Barsi**

**President**





## FROM OUR SUSTAINABILITY DIRECTOR

In 2024, we conducted our first sustainability materiality assessment to identify and prioritize the environmental, social, and governance (ESG) issues that are most significant to our company's long-term success and most relevant to our stakeholders. This process helps guide strategic decision-making and ensures sustainability efforts are focused on areas of greatest impact and importance.

The outcome of this initial benchmarking year led us to several priorities, including expanding team member engagement and inclusion, continuing our community involvement, measuring our energy and carbon footprint, deepening our grower partnerships, and delivering quality berries. From these priorities, we designed our new purpose and pillars, described on page 9.

This work enabled our B Corp certification, a milestone that reflects the hard work and collaboration of many team members across departments, who came together to gather data, create policies, and provide documentation for the initiatives that were already in progress. This process not only highlighted how much we have already accomplished but also provided a valuable benchmark to measure our future progress. B Corp certification has given us a clear framework and roadmap to develop meaningful KPIs, track performance, and continue advancing our sustainability pillars with purpose and accountability.

We know we have more work to do and that progress takes time. As we look to the future, we want to put some additional focus on several areas, including:

**Measuring food loss and waste in our supply chain to support grower profitability and help reduce environmental impacts across the supply chain. We're in conversation with non-profit organizations that offer tools and support in addressing food loss on farms and throughout the supply chain. We hope to begin trials on farms in 2026.**

**Exploring alternative packaging options to reduce single-use plastic waste, meet evolving retailer and consumer sustainability expectations, and lessen our overall environmental footprint. For the 2025/2026 Mexico season, 100% of our 1lb strawberry, 6oz raspberry, and 6oz blackberry clamshells will be provided by a vendor that uses 100% recycled content, all sourced within Mexico.**

**Expanding our agricultural plastics recycling pilots to mitigate the environmental impact of plastic waste on ecosystems, soil, and water resources.**

With our 2024-2025 Sustainability Report, we're excited to share the progress we've made together and to highlight some of our current initiatives. Every day, I am encouraged by the progress we have made to date and by the enthusiasm our team members have shown in developing and supporting our initiatives. This is definitely a team effort, and I am so appreciative to be a part of California Giant Berry Farms.

*Catherine Campbell*

**Catherine Campbell**

**Sustainability Director**



## ABOUT US

Originally founded in 1983, California Giant Berry Farms began with a simple mission: to provide the best quality strawberries and give back to the community. Over the years, the company grew from a small operation to a major packer-shipper.

Today, **our vision is to be the most sustainable berry company in the world.** Our commitment to delivering the best quality berries and nourishing our communities is the driving force behind this vision. We've grown from a small strawberry packer shipper to a major provider of a full line of organic and conventional berries, supported by a strong network of grower partners across the Americas to ensure a year-round supply of exceptional fruit.

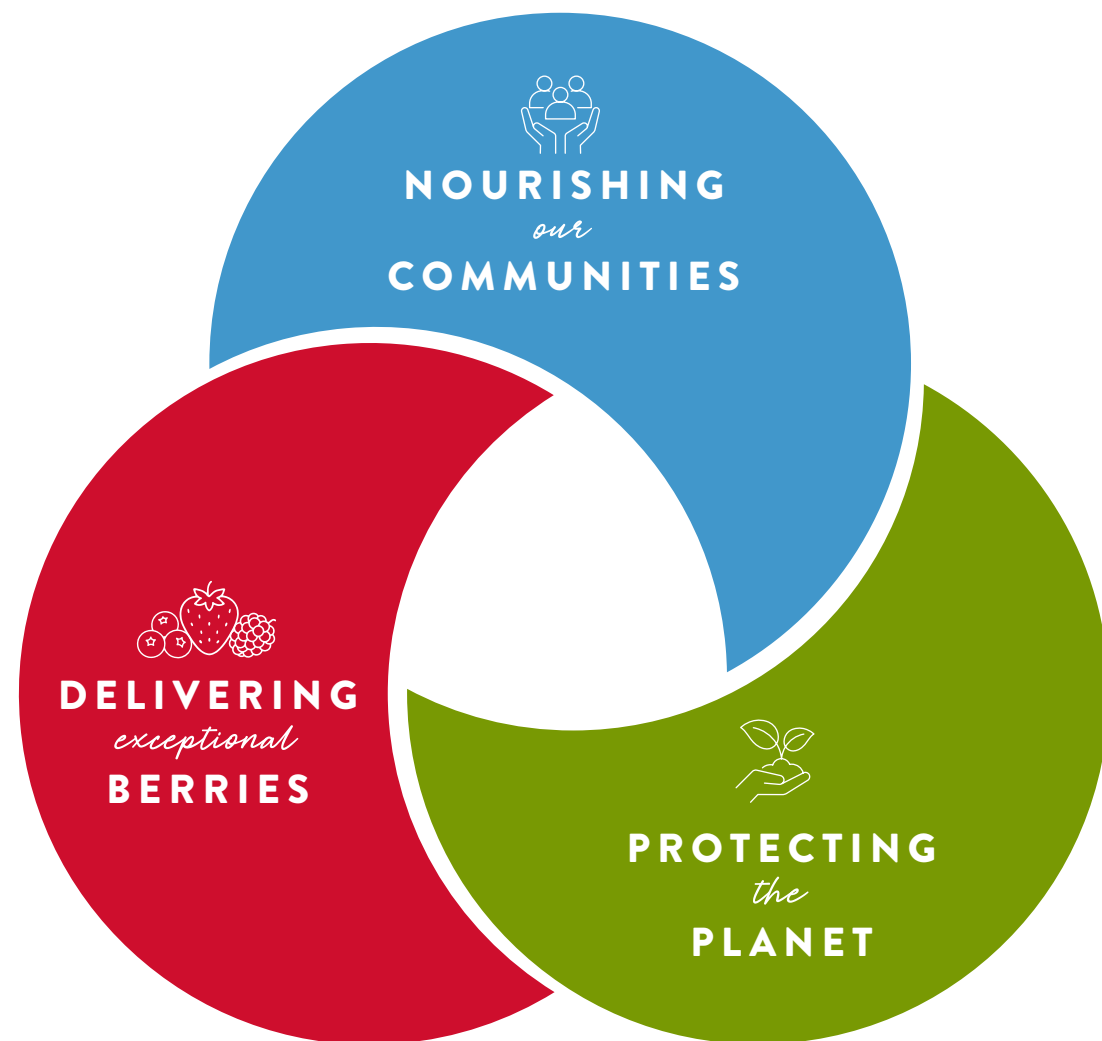
## AS A PACKER-SHIPPER, OUR KEY FUNCTIONS ARE:





# BERRIES *with* PURPOSE

We're committed to being a sustainable company that nourishes our communities, protects the planet, and delivers exceptional berries for generations to come.



## OUR VISION

To be the most sustainable berry company in the world.

## OUR MISSION

We deliver the best quality berries and nourish our communities.

## OUR VALUES

- Striving for Excellence
- Cultivating Community
- Collaborating Deeply
- Rooted in Integrity





# BERRIES *with* PURPOSE

## OVERVIEW OF OUR ACHIEVEMENTS



We became the first B Corp-certified berry company in California, a recognition of our continued work as a leader in social and environmental performance, accountability, and transparency.



We developed a mandatory Standard Operating Procedure requiring every grower to adhere to stringent Integrated Pest Management guidelines.



We're adding solar to our distribution center in Santa Maria to offset 50-60% of our grid electricity use.

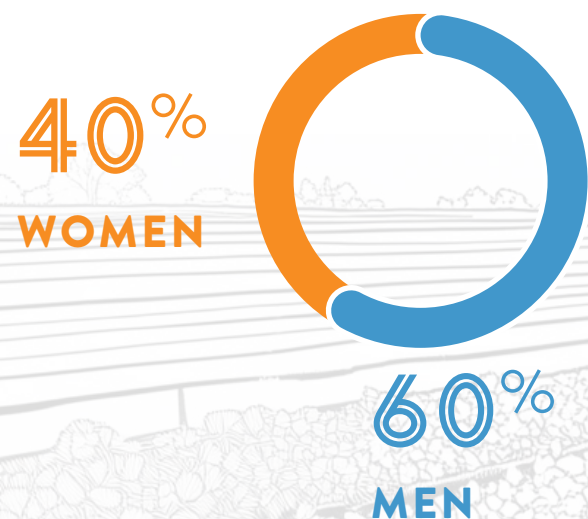


All growers have signed our Supplier Code of Conduct, stating their responsibility and accountability in health and safety, human rights, and environmental issues.

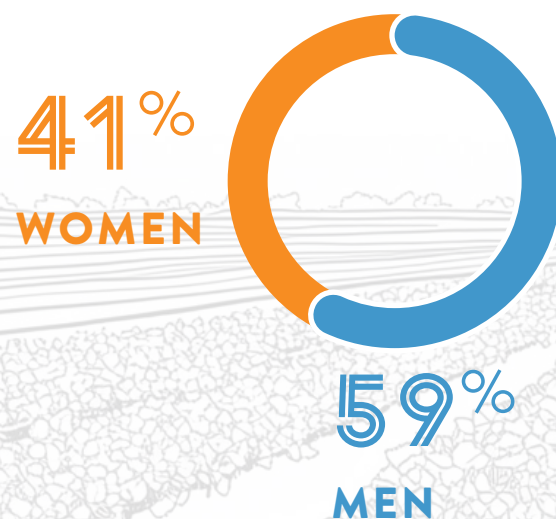
## CALIFORNIA GIANT GENDER DIVERSITY

We are proud that gender representation on our leadership team nearly mirrors that of our global team member population.

Global Senior Leadership Team



Global Team Members



## NOURISHING *our* COMMUNITIES

29%

OF U.S. STAFF EMPLOYED AT CALIFORNIA GIANT FOR 10+ YEARS.

33%

OF U.S. GROWERS PARTNERED WITH CALIFORNIA GIANT FOR 10+ YEARS.

\$290K

IN CHARITABLE DONATIONS



## PROTECTING *the* PLANET

100%

OF GROWERS FOLLOW INTEGRATED PEST MANAGEMENT BEST PRACTICES.

2.33

METRIC TONS CO<sub>2</sub>e CARBON INTENSITY.

64%

MINIMUM RECYCLED CONTENT IN OUR CLAMSHELLS.



## DELIVERING *exceptional* BERRIES

11

KEY GROWING REGIONS FOR YEAR-ROUND BERRY SUPPLY.

100%

TRACEABILITY OF BERRIES, FROM FARM TO TABLE.

0

PRODUCT RECALLS.







# NOURISHING *our* COMMUNITIES

As a family-owned business with over 40 years of experience, we view our team members, growers, customers, and vendors as part of our extended family.

We're *creating an inclusive, engaging workplace* where our team members can thrive.

We're *supporting our growers in building sustainable businesses* where their workers can thrive.

We're *giving back to our community* through philanthropy and team member volunteer hours.

## IN THIS SECTION:

- Creating an Inclusive, Engaging Place to Work
- Supporting Our Growers
- Giving Back to Our Community



40%

OF OUR GLOBAL SENIOR  
LEADERSHIP TEAM ARE WOMEN.

29%

OF U.S. STAFF EMPLOYED AT  
CALIFORNIA GIANT FOR 10+ YEARS.



\$290K

IN CHARITABLE DONATIONS THROUGH CALIFORNIA  
GIANT AND THE CALIFORNIA GIANT FOUNDATION.

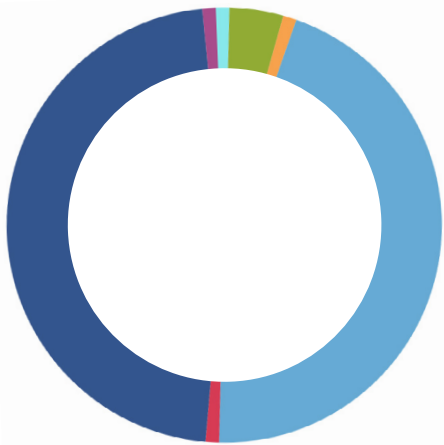




# CREATING AN INCLUSIVE WORKPLACE

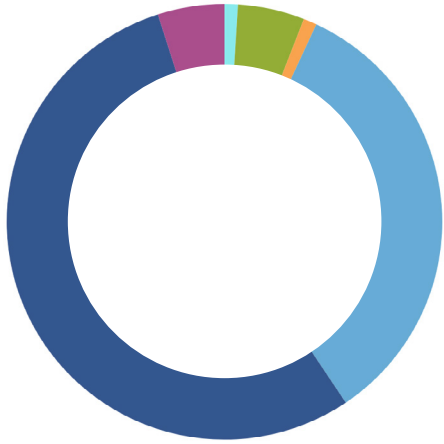
At the heart of our sustainability and people strategy is a commitment to building a workplace where all individuals from all backgrounds can thrive and grow. This includes hiring and retaining a diverse workforce that reflects our local communities, continuing to improve our leadership diversity, and creating a fun, inclusive, and engaging workplace where our team members can grow within our company.

## U.S. WORKFORCE DEMOGRAPHICS: CALIFORNIA GIANT HQ COMPARED TO COUNTY POPULATION



California Giant HQ in Watsonville, CA\*

- 4% Asian and Asian American
- 1% Black and African American
- 45% Hispanic and Latino
- 1% Native American and Alaska Native
- 1% Native Hawaiian and Other Pacific Islander
- 1% Multiple Races
- 47% White



Tri-County Population

- 5% Asian and Asian American
- 1% Black and African American
- 34% Hispanic and Latino
- 1% Native American and Alaska Native
- 5% Multiple Races
- 55% White

At our core, we believe that a strong organization is one that reflects and uplifts the community it serves. As a major employer in Santa Cruz County, California, we are proud that our workforce represents the vibrant diversity of our region.

\*Watsonville HQ team members (includes temp workers) as of June 2025.

## CALIFORNIA GIANT GENDER DIVERSITY

Global Senior Leadership Team

40%  
WOMEN



Global Team Members

41%  
WOMEN



Inclusive leadership is essential for building a resilient and forward-looking organization. In 2025, we are proud to have achieved gender representation at the global leadership level that nearly mirrors our team member gender representation. Across all levels of leadership, from managers to senior leadership, we have hired and developed talented people and are proud to see a growing equity of gender representation.





## Team Member Spotlight

In late 2024, we began the Team Member of the Quarter program to recognize and reward team members who demonstrate exceptional performance, uphold our organizational values, and make a positive impact on their teams and the company culture. We aim to grow the program with new ways to celebrate outstanding achievement and dedication.

### 2025 TEAM MEMBER OF THE QUARTER: IVAN RAMIREZ

“ This recognition is truly meaningful. I see leadership as serving others by creating an environment where people feel empowered to do their best. Knowing that I am making a positive impact is humbling and motivating.

Successful teamwork starts with active listening and individual recognition to encourage collaboration and build momentum toward our shared mission. Being surrounded by dedicated colleagues, growers, managers, and harvest workers pushes me to stay committed to excellence and help build a culture of high-quality standards.

Moving forward, I plan to foster continuous learning through mentorship, staying positive, and being organized. Focusing on creating opportunities for team growth, so everyone feels seen, valued, and inspired to lead in their own way. ”



## Q&A:



### What drives your positive attitude and commitment to excellence?

A combination of collaboration and humbleness in approaching things in a positive way to remain resilient while being surrounded by teammates, colleagues, growers, managers, and harvest workers. This makes me strive in my commitment to excellence as we build the culture of positivity and high standards.

### What does this recognition mean to you, especially reflecting your leadership and dedication?

This recognition means a lot to me as leadership is about serving others and creating an environment where others feel empowered to do their best. Receiving this recognition affirms the positive impact I am having, and it's incredibly humbling and motivating.

### Can you share more about your role in the Westridge philanthropy effort, and how it impacted the team?

Not sure how to describe this role, but what I can share is that I help organize, participate, and encourage everyone to find the connection to the cause by building momentum and motivation to enhance the team culture and individual participation.

### How do you plan to keep inspiring your team and making a difference?

It starts with listening actively to ensure everyone is seen, valued, and connected to our vision and mission. I plan to foster a culture of continuous learning through mentorships, developing new opportunities to learn and grow while staying grounded to our values, to create the space for my team to lead and shine.



# CREATING AN ENGAGING WORKPLACE

## FOSTERING LONG-TERM GROWTH

We are committed to fostering a workplace where everyone feels seen, valued, and empowered to grow. Through hiring talented individuals, offering team member development opportunities, and fostering community engagement, we aim to continue building a workforce that reflects our local community and helps shape our future.

### Team Member Tenure



California Giant U.S. Team Member Tenure

Tenure Range in Years	Percentage of Team Members
0-4	53%
5-9	19%
10-19	16%
20-29	8%
30+	5%

As of May 2025, 29% of our US staff have been employed at California Giant for over ten years. We began direct staffing for our Mexico operations in 2015 and continue to build out our team. Currently, 32% of Mexico-based staff have been with the company for over five years. These figures underscore the strength of our workplace culture, long-term employment relationships, and the exceptional dedication of our team.

### Learning As A North Star

At California Giant Berry Farms, learning is not a checkbox, it reflects our belief that learning creates growth as an investment in our people and the future. Our learning initiatives are designed to cultivate leaders, empower teams, and elevate every individual’s capacity to contribute meaningfully to delivering premium berries and nourishing our community.



Through our different focuses on learning and development, we have completed over 3,300 hours of training, placing emphasis on building skills that improve us today and in the future. They encompass our organization from the building blocks of excellence in team member resource planning expertise, Microsoft products, and artificial intelligence, to creating safer work environments, building the leaders for our future, and much more.

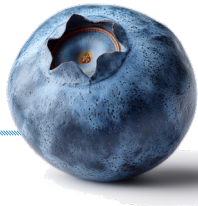
Learning is how we honor our values. It’s how we build trust, credibility, and confidence. It’s how we become better together.

## WELLNESS COMMITTEE

Established in 2023, our Wellness Committee educates, supports, and empowers team members and their families to improve and maintain their overall health and well-being through healthy lifestyle choices and to create a culture of wellness throughout California Giant. The committee hosts Benefit Education Sessions, including informative Health and Wellness Fairs and specialized sessions on managing chronic illnesses. Additionally, we provide financial tips and awareness to promote overall financial health.

Our quarterly coaching sessions focus on physical wellness, empowering team members to achieve their health goals. We also sponsor participation in marathons, encouraging an active lifestyle. To promote healthy living at home, we share cooking tips and healthy recipes.

To deepen team wellness and connection, we organize quarterly challenges and offer an onsite gym and wellness room for convenient access to fitness and relaxation. Most importantly, our dedicated social media platform, Engage, serves as a vibrant hub for resources, support, and celebrating each other’s accomplishments.





# SUPPORTING OUR GROWERS



Our commitment to nourishing our communities, protecting our planet, and delivering exceptional berries is deeply rooted in our collaborative partnerships with our growers. Growers are members of our extended family, and our production team is by their side in the fields, supporting the health, wealth, and safety of our growers, their workers, and their businesses.



## ACHIEVING FAIR TRADE USA CERTIFICATION

We are in year two of our successful pilot with Fair Trade USA, two major retailers, and a subset of our growers to achieve Fair Trade certification across 118 acres of strawberries. Fair Trade USA is an organization dedicated to creating more equitable and environmentally sound trade practices by ensuring that growers and field workers receive fair wages and work in safe, healthy, and supportiv environments. Our team has supported our growers throughout the Fair Trade certification process, and we are proud to be a part of supporting our growers' workers through premiums earned from Fair Trade products. In 2026 and beyond, we are looking to include more growers and additional retailers to expand this program.

## ENSURING SUPPLIER CODE OF CONDUCT

We choose our suppliers according to our Corporate Procurement Policy that includes the principles of fairness and integrity, value and sustainability. 100% of our suppliers have signed our Supplier Code of Conduct, stating their responsibility and accountability in health and safety, human rights, and environmental issues.

## INVESTING IN GROWER BUSINESSES

Members of our production team are in the fields every day, working hand-in-hand with our growers, providing real-time support in key areas, including quality monitoring, harvest management, and forecasting.

Through quality monitoring support, we help growers identify any issues early on, minimize food loss, and ultimately improve yields. Additionally, we provide financial and legal assistance to our growers as needed through crop financing, budgeting, and facilitating land leases. We also keep our growers apprised on markets, movement, and pricing to support their budgeting and forecasting needs.





# GIVING BACK TO OUR COMMUNITY

## VOLUNTEERING IN OUR COMMUNITIES

In 2024, we introduced a new policy providing paid volunteer time for all team members. Additionally, our team members dedicate countless hours to planning, implementing, and attending multiple fundraising efforts and community impact projects throughout the year.

### Revitalizing Our Green Team

In 2025, we revitalized our Green Team to promote environmental awareness across the organization, support our sustainability goals, and empower team members to take action through education and hands-on activities. With a mission to build a more sustainable workplace and community, the Green Team offers team members the opportunity to lead with purpose and contribute to sustainability initiatives.

Our first project celebrated Earth Month, with a beach cleanup at Sunset State Beach in Watsonville, California, collecting nearly 16 pounds of waste and helping protect the local coastal ecosystem. The event brought together California Giant team members and the California State Parks Department in service of a shared cause, reinforcing our commitment to local ecosystem education and community care.



## CREATING LASTING IMPACT THROUGH PHILANTHROPY

\$290K

IN CHARITABLE DONATIONS THROUGH CALIFORNIA  
GIANT AND THE CALIFORNIA GIANT FOUNDATION.

Through California Giant Berry Farms and the California Giant Foundation, a total of \$290,000 was donated to non-profits in 2024. This is part of the company's long-standing commitment to community support, which is often focused on four pillars: childhood obesity and nutrition, hunger and food insecurity, prevention and awareness, and community support. The following organizations are among those they support, each playing a vital role in enhancing the quality of life in areas where we grow.



Our Mexico office organizes a yearly toy drive to collect new toys for underprivileged children in Jocotepec, Jalisco. In 2024, 2,307 toys were donated, with a cohort of 12 team members donating substantial time to make this program such a success.

In addition, Mexico hosted four school tours at our Guadalajara and Zamora cooling facilities in 2024, welcoming over 100 students. Guided visits foster a deeper understanding of food systems among students by allowing them to experience firsthand how berries are received, cooled, stored, and shipped.





# PROTECTING *the* PLANET

With a vision to be the most sustainable berry company in the world, we’re committed to protecting our natural resources, limiting our impact on climate change, and practicing healthy and resilient agricultural practices.

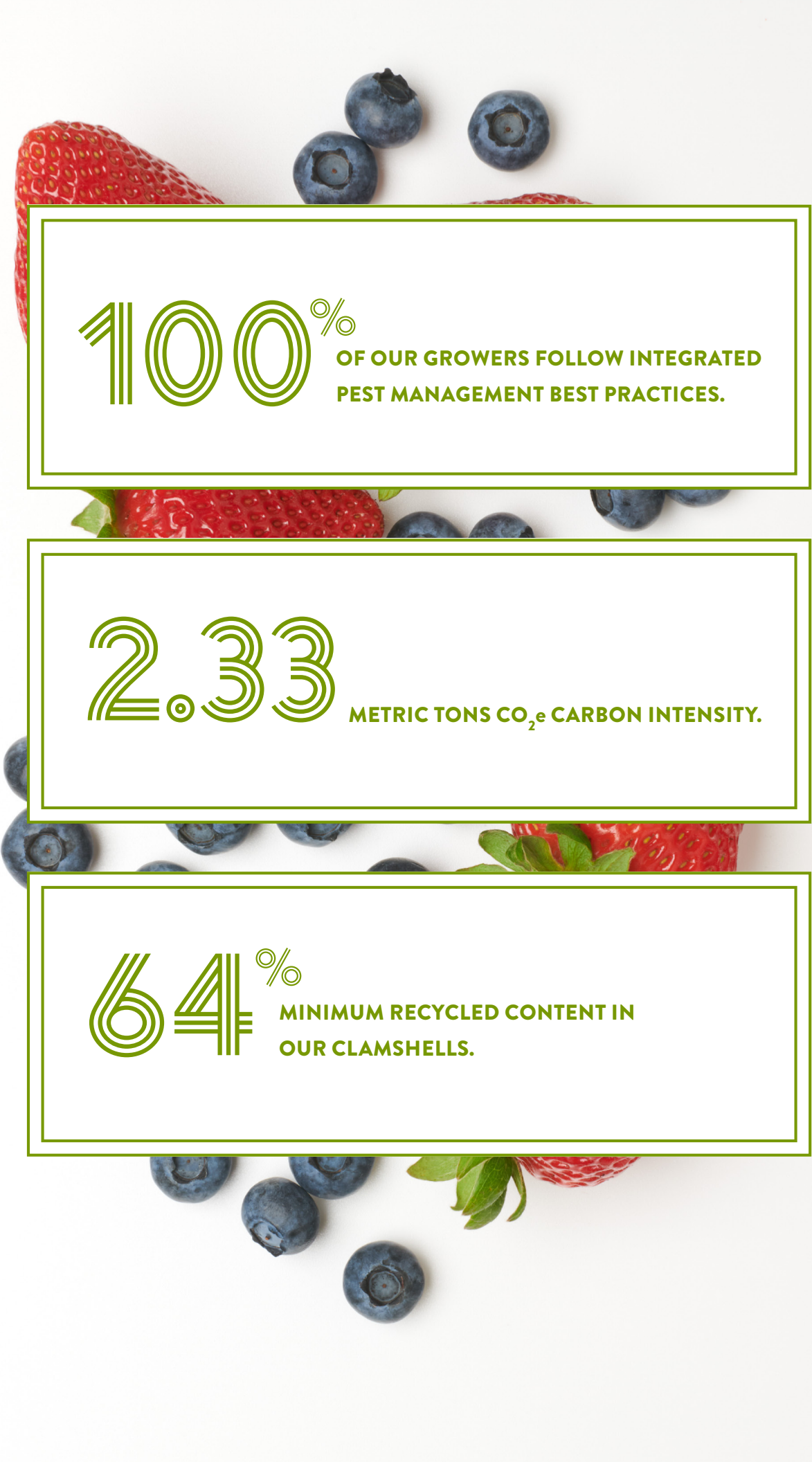
We’re working with our growers in *caring for the lands* and achieving socially and environmentally responsible certifications.

We’re *partnering to advance packaging innovation* and move toward a circular system where all materials are reused, recycled, or repurposed.

We’re *reducing emissions and improving energy efficiency* through solar power, electric vehicles, and facility upgrades.

## IN THIS SECTION:

- Caring For The Lands
- Partnering To Advance Packaging Innovation
- Reducing Emissions And Improving Energy Efficiency



100% OF OUR GROWERS FOLLOW INTEGRATED PEST MANAGEMENT BEST PRACTICES.

2.33 METRIC TONS CO<sub>2</sub>e CARBON INTENSITY.

64% MINIMUM RECYCLED CONTENT IN OUR CLAMSHELLS.



# CARING FOR THE LANDS

Together with our growers, we continuously work to improve our environmental stewardship and foster resilient farming communities. Our growers are conscientious stewards of the land, taking care to conserve water, employ integrated pest management strategies, and plant cultivars that require fewer resources. California Giant supports our growers in achieving sustainability certifications and developing environmentally responsible standard operating procedures.



*Grower Spotlight:*

**LUIS JOSÉ BRIBIESCA OROZCO**  
**DIRECTOR OF BYOS BERRIES**

(GlobalGAP Certified)

Irapuato, Guanajuato, Mexico



*Grower Spotlight:*

**DANNY AND LORENA CHAVEZ,**  
**DL FARMS AND BERRY VALLEY FARMS**

(Sustainably Grown Certified)

Santa Maria, CA, U.S.A.

“ At Byos Berries, we cultivate more than just exceptional fruit; we cultivate the enduring values passed down through generations of our family. The principles we inherited from our grandparents—honest work, commitment to the land, and the value of community—have shaped us into a company that generates shared benefits and protects our lands. We are proud to offer regular health screenings, vaccinations, and health education to our team members. Our use of biologicals in our operations has led to a 75% reduction in conventional chemical use and a 30% decrease in soil diseases. At Byos, we respect our workers by providing a safe work environment and treating them as we would members of our own family. Honesty defines who we are—what we say is what we do. ”

“ As a second-generation sustainable strawberry grower, DL Farm Management Inc. has established a green print goal that we proudly follow to manage our company’s values: our team, our community, and our planet. Our values effectively drive us to increase recycling, improve water, energy, and material usage benefiting our soil, air, and community. Equally important, we educate and train our team members to benefit from all goals. We proudly build trusted relationships with local organizations that support our team members in education, health, wellness, and civil assistance. We will continue to embrace challenges to provide a sustainable future for all of us. ”



## PROTECTING BIODIVERSITY AND POLLINATORS



Our commitment to sustainable farming practices includes a mandatory Standard Operating Procedure (SOP) for Integrated Pest Management. Every grower is required to adhere to these stringent guidelines to ensure consistent and responsible pest control. The SOP emphasizes the importance of documenting pest activity, implementing preventative measures, and using eco-friendly solutions to address challenges.

**Integrated Pest Management (IPM) is a systematic approach designed to control pests effectively while minimizing ecological impact. By leveraging a blend of biological, cultural, physical, and chemical methods, IPM fosters a balanced ecosystem that protects biodiversity and pollinators. This strategy prioritizes non-chemical controls such as beneficial insects and crop rotation, only resorting to targeted pesticide use when absolutely necessary. Through precise monitoring and timely intervention, growers can prevent pest outbreaks while safeguarding vital organisms like bees, enhancing the health and sustainability of their farms.**

100%

**OF OUR GROWERS FOLLOW INTEGRATED  
PEST MANAGEMENT BEST PRACTICES.**



We source berries from farms that carry the Bee Better Certified® seal, a rigorous standard that requires growers to dedicate at least 5% of their acreage to diverse, pesticide-free pollinator habitat and to phase out the most harmful insecticides. Partnering with Bee Better producers strengthens on-farm biodiversity and bolsters wild and managed bee populations that are critical for berry pollination.



We offer USDA Certified Organic fruit across all four berry types. The USDA Organic seal gives consumers confidence that the food was grown using responsible practices that support both human and environmental health.



All of our growers are food safety certified. As of June 2025, 100% of growers in Mexico and South America were also GlobalGAP certified. We are supporting our US growers in transitioning to GlobalGAP, with the goal of achieving 100% by 2030.

## WATER STEWARDSHIP

Our grower partners use drip irrigation across all of our growing regions and all four of our berry types. This precision irrigation method offers significant benefits in berry production by conserving water resources, minimizing runoff, and enhancing yield quality.

Delivering water directly to the root zone also supports healthier plant development by maintaining consistent soil moisture levels, which is especially important for the shallow root systems of berries. Drip systems also reduce the risk of foliar diseases by keeping the plant canopy dry and integrating with fertigation systems to deliver nutrients more effectively.

## INVESTING IN MULCH FILM IMPROVEMENTS

We have taken a collaborative approach to addressing a critical environmental challenge: plastic pollution from agricultural practices and ocean health. Plastic films used in agriculture, known as mulch films, play a valuable role in crop production. However, due to California's unique geography with watersheds draining directly into the ocean, these films pose a significant threat to marine ecosystems. Natural factors like wind and water can easily transport plastic debris, introducing harmful pollutants into the ocean.

### Investigating Biodegradable Mulch

We're collaborating with Satsuma Farms and the California Marine Sanctuary Foundation (CMSF) to investigate the potential of soil-biodegradable mulch (BDM) films as a sustainable alternative to traditional polyethylene (PE) mulch.

### Making Mulch Films Recyclable

We're in partnership with The California Marine Sanctuary Foundation (CMSF), Monterey Bay National Marine Sanctuary (MBNMS), Andros, Flipping Iron, ALBA, Driscoll's, Good Farms, and Naturipe Farms to improve recyclability. Recognizing the limitations of traditional recycling due to post-use contamination by soil and organic matter, this collaborative project aims to significantly reduce contamination levels in used mulch films, making them more readily recyclable.



# PARTNERING TO ADVANCE PACKAGING INNOVATION

Our hope is to one day create a circular packaging system where all our packaging and shipping materials are reused, recycled, or repurposed with minimal waste. We partner with a network of vertically integrated packaging suppliers, giving us better control over quality, lead times, and sustainability alignment. We have been collaborating with our partners to advance packaging innovation by increasing recyclability, improving recycled content, reducing plastic, and reusing pallets.

## REDUCING MATERIAL USE

In the latest phase of our packaging strategy, between 2022 and 2025, we focused our efforts on optimizing corrugated packaging across key berry SKUs, reducing material use without compromising quality or shelf performance. We implemented board weight reductions across high-volume tray SKUs, converting over 6 million trays to a lighter, more sustainable format. Through redesigned tray structures, reducing board weights, and supplier collaboration, we achieved paper reductions of up to 12.73%, resulting in meaningful savings in cost, weight, and environmental impact.

We use the CHEP pallet program, a sustainable solution designed to reduce waste and promote circularity in supply chain operations. Through the CHEP pallet pooling system, we reuse pallets and recycle any damaged pallets, ensuring zero waste is sent to landfills.



## USING RECYCLED CONTENT

Our plastic clamshells are made from an average of 64% recycled content, with a portion of our clamshells containing 100% recycled content. We work with suppliers that recycle and extrude their own recycled PET materials for thermoforming, getting us closer to a closed-loop system standard.

**64%** MINIMUM RECYCLED CONTENT  
IN OUR CLAMSHELLS.



Our cardboard trays, which contain up to 33% recycled fiber, meet food safety and structural requirements. This limit on recycled content ensures our trays are strong and safe for use, while our paper fiber provider manages the entire process from paper mills to tray manufacturing for complete traceability and efficiency. All materials are Forest Stewardship Council (FSC) certified.



# REDUCING EMISSIONS AND IMPROVING ENERGY EFFICIENCY

In 2024, we completed our first greenhouse gas (GHG) inventory, measuring Scope 1 and Scope 2 emissions. Scope 1 refers to direct emissions from fuel we use, while Scope 2 accounts for indirect emissions from purchased electricity—together representing the energy sources under our operational control. Establishing this baseline allows us to identify opportunities for efficiency, set targets, and track progress over time.

**2.33** METRIC TONS CO<sub>2</sub>e CARBON INTENSITY.

Our carbon intensity—the amount of emissions per million dollars of revenue—is 2.33 metric tonnes CO<sub>2</sub>e, a measure that normalizes emissions relative to business growth. To reduce our impact, we have set a goal of at least a 10% reduction by 2027. A major step toward this target is the construction of a solar array at our Santa Maria distribution center, scheduled for completion in Fall 2025, which is expected to offset 50–60% of the facility’s grid electricity use.







# DELIVERING *exceptional* BERRIES

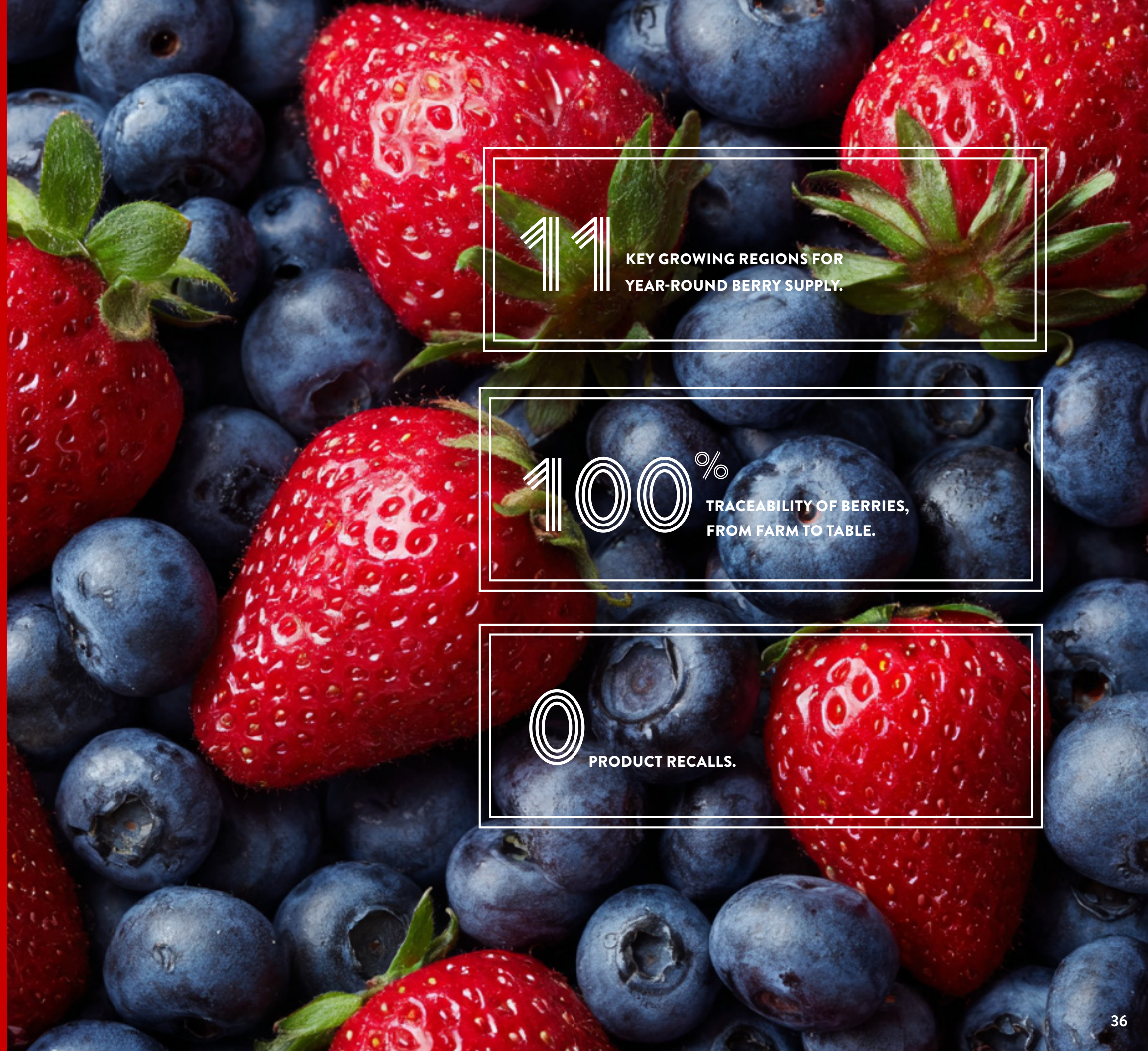
We work every day to bring the most flavorful, quality, and sustainable berries to people around the world.

We're *providing healthy, flavorful berries year-round* through special attention to four-season harvesting, quality and safety audits, and farm to table traceability.

We're *innovating to improve resilience and sustainability* through purposeful varietal development, enhanced cybersecurity, and responsible artificial intelligence.

## IN THIS SECTION:

- Providing Healthy, Flavorful Berries Year-Round
- Innovating To Improve Resilience And Sustainability



11

KEY GROWING REGIONS FOR  
YEAR-ROUND BERRY SUPPLY.

100%

TRACEABILITY OF BERRIES,  
FROM FARM TO TABLE.

0

PRODUCT RECALLS.



# PROVIDING HEALTHY, FLAVORFUL BERRIES YEAR-ROUND

Throughout our eleven different key growing regions, members of our production team are in the fields every day with our growers to stay closely connected with growers and the crops, ensuring real-time insight into plant health, harvest readiness, and quality conditions. By walking the rows with our growers, we're able to make timely decisions that enhance both yield and product quality. This hands-on approach supports accurate forecasting to align supply with market demand and minimize overproduction or unharvested fruit that can lead to food waste.

11

KEY GROWING REGIONS FOR  
YEAR-ROUND BERRY SUPPLY.





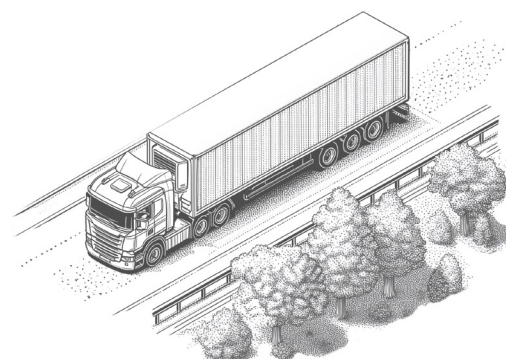
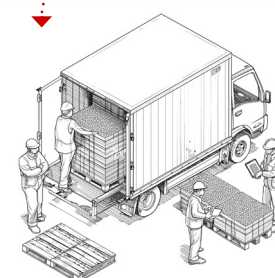
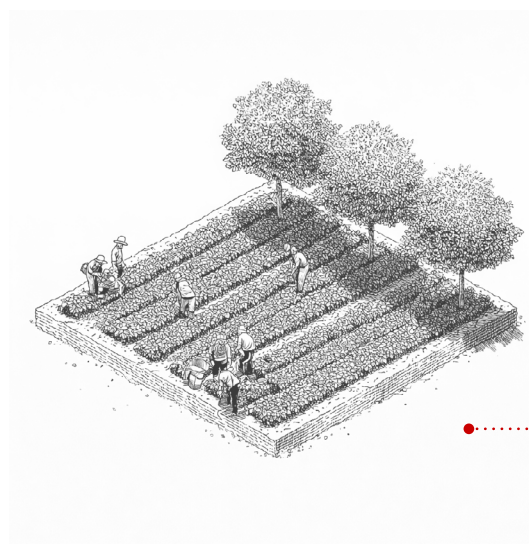
## QUALITY AND TRACEABILITY

In 2024, we grew, packed, and shipped the most strawberries in our company's history. We mindfully increased our volume to meet the needs of the communities we serve while also investing in our operational food safety, packaging, shipping, and traceability, and maintaining our fresh, premium-quality berries.

**100%** **TRACEABILITY OF BERRIES,  
FROM FARM TO TABLE.**

We can trace every one of our berries back to the field where it was grown. California Giant's (CGI) Traceability Program is a robust system designed to track all products from the grower level to the end customer, fully conforming to and complying with all food safety and regulatory requirements. By tracking field-quality data and yield forecasts, the QC team helps ensure pick schedules align with cooling capacity and meet supply demands. This coordination means berries move into chilled storage promptly, reducing spoilage. Advance notice of yield changes also lets operations adjust cooling loads, keeping more fruit fresh and out of the waste stream.

Our quality team at our cooling facilities ensures that every pallet gets inspected and meets product specifications. After inspection, berries are promptly cooled to 32°F in our facilities to preserve peak freshness and maintain cold chain integrity during storage and transportation. Our dedicated cooling systems ensure that the cold chain is consistently sustained throughout every step of the process, from collection to distribution. This approach helps preserve the berries' quality and flavor, maximize shelf life, and minimize food loss.



## COLD CHAIN/QA/QC

### 1. FARM GATE / HARVEST

#### QA/QC Points:

**Harvest maturity & ripeness:** Pick berries at the correct stage (not underripe or overripe).

**Temperature at harvest:** Minimize field heat by harvesting in cooler parts of the day.

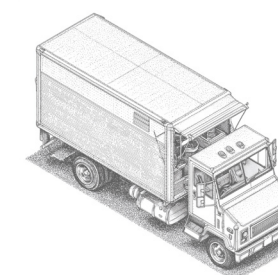
**Visual inspection:** Remove damaged, diseased, or contaminated fruit at harvest.

### 2. TRANSPORT TO PACKHOUSE

#### QA/QC Points:

**Shade and cooling:** Protect berries from sun exposure immediately after harvest.

**Time to cooling:** Limit time between harvest and first cooling (ideally < 2 hours).



### 3. PACKHOUSE / RECEIVING

#### QA/QC Points:

**Incoming inspection:** Check fruit temperature, appearance, foreign materials, and container cleanliness.

**Sorting/grading:** Remove soft, bruised, or defective berries.

**Cooling step:** Pre-cooling (forced-air cooling or hydro-cooling) to rapidly reduce pulp temperature to 32–34°F.

### 4. COLD STORAGE

#### QA/QC Points:

**Temperature monitoring:** Maintain 32–34°F with >90% relative humidity.

**Airflow & stacking:** Prevent hot spots; proper pallet stacking with ventilation gaps.

**Storage duration:** Track maximum holding times (berries are highly perishable, typically <7 days).

**QC checks:** Periodic sampling for mold, shriveling, and firmness loss.

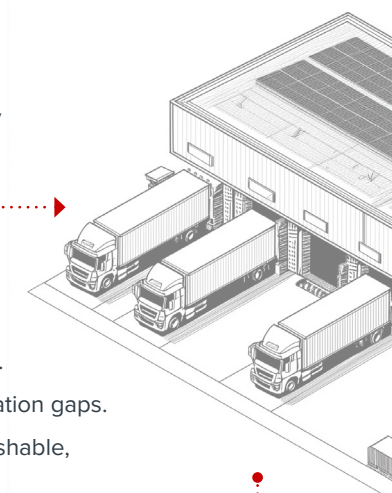
### 5. TRANSPORT / DISTRIBUTION

#### QA/QC Points:

**Pre-cooled trucks:** Verify trailers are at 32–34°F before loading.

**QC check at departure:** Spot-check pallet/core temperatures and container condition.

**QC check at arrival:** Ensure trailer cleanliness, sanitization, and temperature.





## FOOD SAFETY

Our California Giant team has an uncompromising commitment to food safety. Our approach integrates rigorous protocols, continuous training, and third-party certifications to safeguard the quality and integrity of every berry we ship. We believe that food safety is not only a regulatory requirement, but a shared responsibility across the supply chain—from the field to the cooler and beyond. Workers are empowered through robust food safety training programs that emphasize personal hygiene, safe produce handling, and proper use of chemicals and equipment. These trainings contribute to a culture of safety, ensuring not only the protection of the fruit but also the health and well-being of our team members.

### Grower Compliance and Certification

We maintain strict compliance with all local, state, and federal food safety regulations, along with industry best practices. All California Giant growing operations are certified under the Global Food Safety Initiative (GFSI), with recognized programs such as Primus GFS, Global GAP, and USDA National Organic Program. Internal compliance teams monitor records, conduct inspections, and ensure timely corrective actions, further reinforcing our strong food safety culture.



### Facility Good Manufacturing Practices (GMP)

Our cold storage facilities, blueberry packing operations, and distribution centers operate under stringent Good Manufacturing Practices (GMP) aligned with FDA requirements and food industry standards. Through a comprehensive quality management system, we ensure that all berries are stored, packed, and shipped under controlled conditions to maintain freshness and reduce microbial risks. These practices are critical for preserving the cold chain and delivering safe, high-quality berries to our customers every time.





# INNOVATING TO IMPROVE RESILIENCE AND SUSTAINABILITY

## INVESTING IN PURPOSEFUL VARIETAL DEVELOPMENT

To advance resilience and sustainability, we work with partners to develop proprietary berry varieties that meet the evolving needs of growers, customers, and the environment.

We focus on natural resistance to pests and diseases, drought tolerance, and region-specific adaptability to reduce reliance on chemical inputs and irrigation. By improving plant vigor and resilience, our breeding program helps growers respond to climate challenges while supporting long-term farm productivity. The result is a portfolio of proprietary non-GMO varieties designed to perform across diverse growing conditions while upholding our commitment to environmental stewardship and high-quality fruit.

Through partnerships with leading universities and research institutions, we cultivate and bring to market new varieties. Additionally, we have invested in multiple breeding companies using advanced, non-GMO breeding techniques to enhance traits such as flavor, texture, shelf life, yield, and overall fruit quality. Sustainability is at the core of our breeding priorities.

## SOME OF OUR PARTNERS INCLUDE:



## UTILIZING ENHANCED CYBERSECURITY & RESPONSIBLE ARTIFICIAL INTELLIGENCE

Innovation drives our ability to serve customers better, improve efficiency, and deepen sustainability. Responsible technology is at the heart of that progress. As a shipper/packer, we use AI and advanced technology to strengthen our operations and protect our business. AI-driven security tools safeguard our systems from potential threats, ensuring the reliability and safety of critical business functions. Because IT risks can directly impact supply chain performance, system security is our top priority.

Beyond protection, we take a continuous improvement approach by regularly enhancing our systems and processes. We also leverage AI and automation to manage repetitive tasks, which streamlines workflows and frees up our teams to focus on higher-value activities such as quality assurance, food safety, and customer service. This combination of security, efficiency, and innovation allows us to deliver berries with greater consistency and reliability. Our team members monitor a 24-hour help desk to ensure questions are answered quickly, while advanced monitoring systems protect the information our customers, team members, and partners entrust to us.

With every technological advancement, we hold security and responsibility as top priorities. Our teams receive ongoing cyberliteracy training to navigate the digital world safely and efficiently. As artificial intelligence becomes part of our daily work, new policies and hands-on training guide its responsible use—helping us unlock innovation while safeguarding sensitive data and preserving the integrity of our operations. In short, we are embracing the future of technology with the same care and commitment we bring to every part of our business.





# BERRIES *with* PURPOSE



## NOURISHING *our* COMMUNITIES

Creating an Inclusive, Engaging Place to Work

Supporting Our Growers

Giving Back to Our Community

## PROTECTING *the* PLANET

Caring For The Lands

Partnering to Advance Packaging Innovation

Reducing Emissions and Improving Energy Efficiency

## DELIVERING *exceptional* BERRIES

Providing Healthy, Flavorful Berries Year-Round

Innovating to Improve Resilience and Sustainability