

Calavo[®]
FIRST NAME IN AVOCADOS

2024 SUSTAINABILITY REPORT

Calavo Growers, Inc.

ABOUT
CALAVO

SUSTAINABILITY
APPROACH

CLIMATE
ACTION

PEOPLE &
COMMUNITIES

SUSTAINABLE
AGRICULTURE

SOUND
GOVERNANCE

ABOUT THIS
REPORT



BETTER FOR THE PLANET • BETTER FOR YOU
BETTER FOR YOU • BETTER FOR THE PLANET

ABOUT CALAVO	5
OUR SUSTAINABILITY APPROACH	7
Material Topics	7
Accountability for Sustainability Performance	8
Stakeholder Engagement	9
Memberships and Associations	10
CLIMATE ACTION	12
Energy and Emissions	12
<u>Case Study:</u> Clean Energy Incentives ...	13
Waste and Water	14
PEOPLE & COMMUNITIES	15
Fair Labor Practices	15
<u>Case Study:</u> Building a Strong Workforce ...	17
Worker Health and Safety	18
Community Engagement	20
SUSTAINABLE AGRICULTURE	21
Grower Engagement	21
<u>Case Study:</u> Protecting Michoachán's Forests ...	22
Food Safety & Nutrition	23
Specialty Products	25
Packaging & Logistics	26
SOUND GOVERNANCE	27
Ethics & Integrity	27
<u>Case Study:</u> Strengthening Governance ...	28
ESG Risk Management	29
Data and Security	29
ABOUT THIS REPORT	30
SASB Index	32
SASB Index (Agricultural Products)	36



LETTER FROM THE CEO



Dear Stakeholders,

Fiscal year 2024 was a year of transition and focus for Calavo. We continued to navigate a complex operating environment while sharpening our attention on our core business, strengthening governance, and improving the way we manage risk across our operations.

Our progress reflects the commitment of our employees, the resilience of our supply chain, and the trust of our customers and partners. Across the organization, teams worked to enhance operational discipline, improve safety performance, and advance sustainability practices that support long-term business stability.

As we look ahead, we remain grounded in the values that have guided Calavo for more than a century. Our priorities are clear: operate responsibly, manage risk thoughtfully, and continue delivering high-quality products to the markets we serve. Thank you for your continued engagement and support.

Sincerely,

A handwritten signature in black ink, appearing to be "B. Lindeman", written in a cursive style.

B. JOHN LINDEMAN
CHIEF EXECUTIVE OFFICER
CALAVO GROWERS, INC.

ABOUT CALAVO

Calavo Growers, Inc. (Nasdaq: CVGW) is a global leader in quality produce, including avocados, tomatoes and papayas. Calavo products are sold under the trusted Calavo brand name, proprietary sub-brands, private label and store brands.



FOUNDED IN 1924, CALAVO HAS A RICH CULTURE OF INNOVATION, SUSTAINABLE PRACTICES AND MARKET LEADERSHIP.

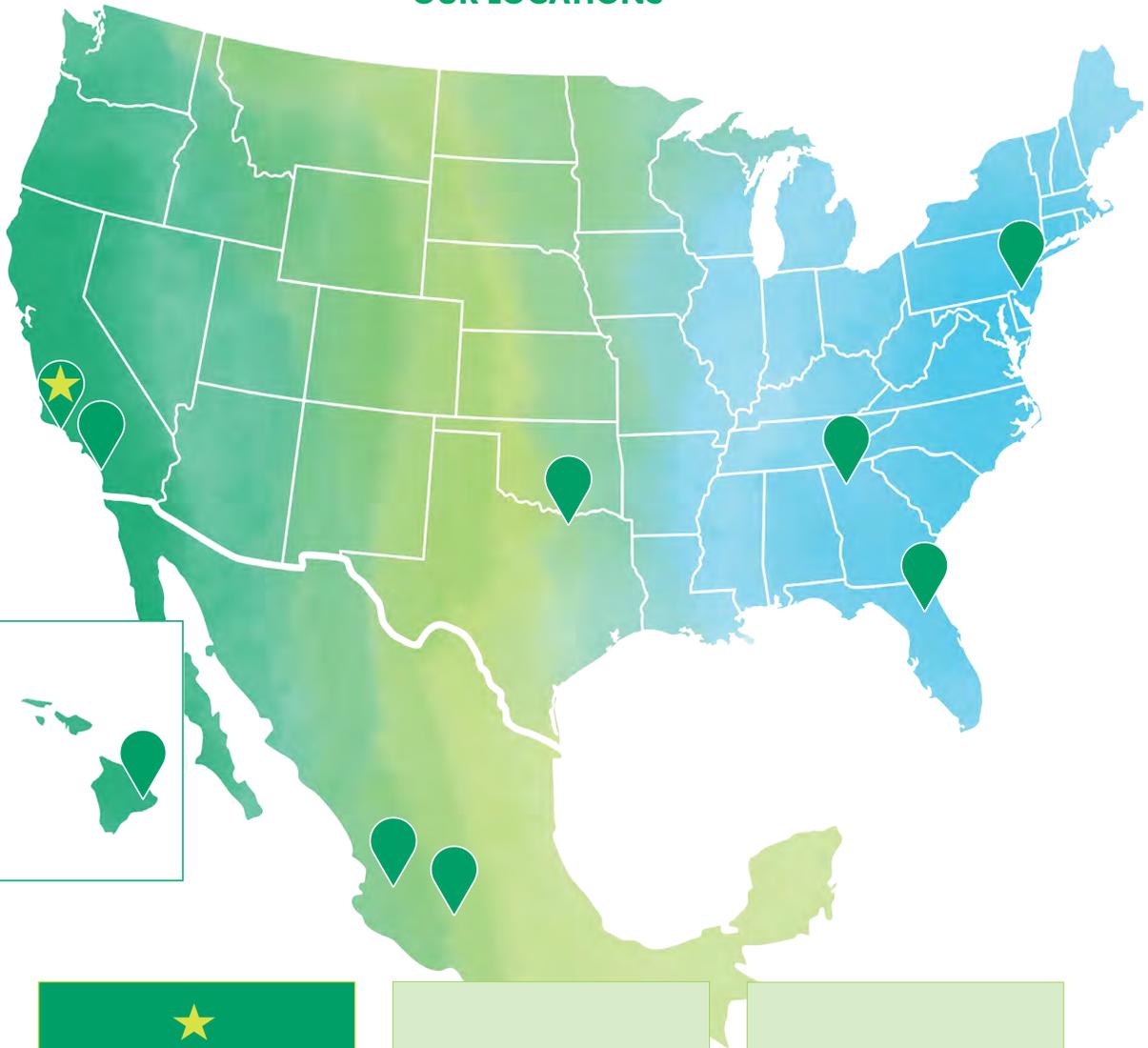
The company serves retail grocery, foodservice, club stores, mass merchandisers, food distributors and wholesalers worldwide. Calavo is headquartered in Santa Paula, California, with facilities throughout the U.S. and Mexico. Calavo operates out of 8 facilities located in the U.S. and Mexico. Our primary facilities include packinghouses, dedicated to sorting and packing avocados; value-added depots, which house our ripening rooms as well as cooling and storage capabilities; and a facility that manufactures guacamole and processed avocado products.

WORKFORCE DATA

	2022	2023	2024
United States	409	435	310
Mexico	1,804	1,671	1,434
Total	2,213	2,106	1,744

Additional information regarding our operations, corporate governance and financial performance can be found on our corporate website, www.calavo.com.

OUR LOCATIONS



**HEADQUARTERS
SANTA PAULA, CA**
Packinghouse
Distribution Center

TEMECULA, CA
Distribution Center

**GREEN COVE SPRINGS,
FL**
Distribution Center

KEAAU, HI
Packinghouse

SWEDESBORO, NJ
Distribution Center

GARLAND, TX
Distribution Center

**URUAPAN, MICHOACÁN
MEXICO**
Packinghouse
Processing Facility

**GUZMÁN, JALISCO
MEXICO**
Packinghouse



SUSTAINABILITY APPROACH

Calavo’s sustainability strategy includes a commitment to long-term ecological balance, environmental soundness and social equity throughout our enterprise. Sustainability is embedded into our decision-making processes and capital considerations, whether they occur within our own operations or extend to the thousands of individual growers and suppliers from whom we source.

MATERIAL TOPICS

We undertook our first materiality assessment in 2018 and have updated it twice — once in 2020 and again in 2022. In determining our material topics, we used a variety of inputs, including:

- The Sustainability Accounting Standards Board (SASB) Processed Food Standard and Five Factor Test for Materiality
- A peer benchmark to identify and compare sustainability-related priorities in our industry
- Customer and investor questionnaires, assessments and scorecards to understand the topics most important to our stakeholders
- Internal interviews with key executives, managers and employees to capture the scope of our internal ambitions, priorities and concerns

In 2025, we expanded our reporting to include alignment with SASB’s Agricultural Products standard, reflecting our business focus on whole fruits.



ACCOUNTABILITY FOR SUSTAINABLE PERFORMANCE

Calavo's Sustainability Council includes representatives from each of the Company's primary business units and is responsible for the implementation and direction of our sustainability strategy. The Sustainability Council reports to an Oversight Committee led by senior executives. The responsibility of the Oversight Committee is to review and approve sustainability goals and progress towards goals, as well as review the company's annual published sustainability report.

In 2020, Calavo created the Sustainability and Corporate Responsibility Committee of the Board of Directors to assist the Board in fulfilling its responsibility for the oversight of relevant sustainability and corporate social responsibility policies, strategies and programs. In 2022, that committee joined with the Nominating and Governance committee to form the combined Nominating, Governance and Sustainability Committee. Among the committee's authority and duties:

SUSTAINABILITY AND CORPORATE RESPONSIBILITY POLICIES, STRATEGIES AND PROGRAMS.

The Committee oversees and provides input to management on policies, strategies and programs related to matters of sustainability and corporate responsibility.

EXTERNAL TRENDS.

The Committee considers, analyzes and provides input to management on social, political and environmental trends in public debate, public policy, regulation and legislation and considers additional corporate social responsibility actions in response to such issues.

PERFORMANCE GOALS.

The Committee reviews the goals that Calavo establishes for its performance with respect to matters of sustainability and corporate social responsibility and monitors the company's progress against those goals.

REPUTATION AND RELATIONSHIPS WITH STAKEHOLDERS.

The Committee receives periodic reports from management regarding relationships with key external stakeholders that may have a significant impact on the Company's business activities and performance.

RISK MANAGEMENT.

The Committee oversees and provides input to management on the Company's identification, assessment and management of risks associated with sustainability and corporate responsibility issues, including, but not limited to, climate change and food safety.

PHILANTHROPY.

The Committee reviews our charitable giving policies and programs and receives reports from management on charitable contributions made by Calavo.

REPORTING AND DISCLOSURE.

The Committee reviews sustainability and corporate responsibility reports.

SHAREHOLDER PROPOSALS.

The Committee reviews shareholder proposals relating to public policy, sustainability or corporate responsibility issues and recommends responses to the Board. The Committee also works with the Nominating and Corporate Governance Committee to determine the appropriate level of engagement with shareholders and other interested parties concerning sustainability and corporate responsibility issues.

STAKEHOLDER ENGAGEMENT

We engage with a variety of stakeholders, both directly and through industry partnerships and trade associations. Consistent, positive engagement ensures that Calavo is prepared to respond to evolving requirements and preferences across our most vital sustainability issues.

STAKEHOLDER GROUP	PRIORITY CONCERNS	HOW WE ENGAGE
Customers	<ul style="list-style-type: none"> • Safe, nutritious food • Reliable delivery and adherence to product specifications • Innovative packaging options 	<ul style="list-style-type: none"> • Customer tours • Tradeshows • Sustainability-related questionnaires and scorecards
Employees	<ul style="list-style-type: none"> • Safe and healthy workplaces • Fair wages and good working conditions • Opportunities to give back 	<ul style="list-style-type: none"> • Communication, postings, notifications and messaging • Onboarding and orientation • Recognition, awards and celebrations • Training and development • Leadership and performance management • Community involvement
Communities	<ul style="list-style-type: none"> • Good employment opportunities • Support for community needs (education, health) 	<ul style="list-style-type: none"> • Participation in community events • Sponsorship of local community programs
Investors	<ul style="list-style-type: none"> • Shareholder value • Integrity and business ethics • Board oversight of environment, social and governance (ESG) issues 	<ul style="list-style-type: none"> • Sustainability report • Dialogue with investors



MEMBERSHIP ASSOCIATIONS

Calavo is proud to be an advocate for sustainability within our industry through our membership in the following organizations:

The International Fresh Produce Association (IFPA)

is the largest and most diverse international association serving the entire fresh produce supply chain. IFPA was born out of a merger between the Produce Marketing Association and United Fresh Produce Association in 2022. Calavo team members are involved with the IFPA and serve on the Board of Directors, as Chair of the Food Safety Council, U.S. Government Relations Council and various committees working to advance the industry.

Organic Produce Network (OPN) aims to inform, educate, and connect through a series of events designed to bring together various components of the organic growing community.

California Avocado Commission, striving to enhance the premium positioning of California avocados and providing educational support and legislative updates to California farmers, as well as nutritional information to consumers.

Mexican Hass Avocado Importers Association (MHAIA) is an industry organization dedicated to supplying consistent high-quality avocados throughout the year. The Association plays an integral role in reforestation efforts in Mexico, raising environmental awareness for future generations and investing in the educational quality of children.

Peruvian Avocado Commission/Avocados From Peru: designed to increase consumption and demand for avocados from Peru through advertising, retail promotion and public relations.

Southeast Produce Council (SEPC), providing rich support for produce farmers, suppliers, buyers, and consumers in the Southeast.

New England Produce Council (NEPC), a nonprofit trade association serving over 500 members involved in all sectors of the industry: distribution, production, foodservice, and retail of fresh fruits and vegetables.

Eastern Produce Council (EPC), advancing the sales and awareness of fresh fruits and vegetables and to provide our membership with the most relevant, up-to-date information available.

Fresh Produce & Floral Council (FPFC) The FPFC is governed by a volunteer Board of Directors and an Executive Committee of professionals from all produce and floral industries sectors. In addition, committees handle specific tasks related to the Council's events and industry relations.

Texas International Produce Association (TIPA) TIPA is on a mission to represent the business, economic and political interest of Texas-grown fruits and vegetables; and address the issues and opportunities surrounding the imports of Mexico-grown produce that is shipped through Texas ports.

Canadian Produce Marketing Association (CPMA) Based in Ottawa, Ontario, the Canadian Produce Marketing Association (CPMA) is a not-for-profit organization that represents companies that are active in the marketing of fresh fruits and fresh vegetables in Canada from the farm gate to the dinner plate.

Quebec Produce Marketing Association (QPMA) promoting fruit and vegetable consumption in Quebec

International Dairy Deli Bakery Association (IDDBA) IDDBA produces top industry trends reports and original research, and develops training programs on marketing, merchandising, management and operations, food safety, and customer service.

National Association of Convenience Stores (NACS) The National Association of Convenience Stores is a trade association representing the convenience and fuel retailing industry. Founded in 1961, NACS has thousands of member companies, primarily in the United States but also in about 50 other countries.

Society of Human Resources Management (SHRM) and **Inland Empire Society of Human Resources Management (IE SHRM)**, advancing the human resource profession, empower people and workplaces, and maximize human potential.

Professionals in Human Resources Association (PIHRA), an HR Professionals networking and professional development association in Southern California.



AVOCADO SUSTAINABILITY CENTER

Calavo is proud to be a premier sponsor of the **Avocado Sustainability Center (ASC)**, a new initiative of the Haas Avocado Center. The ASC is a key provider of sustainability research, data and information for the Hass avocado industry. The Center:

- ✓ Provides a central source for the latest information, data and science on avocado sustainability to facilitate access, thought leadership and collaboration across the entire Hass avocado industry.
- ✓ Conducts research and analysis of best practices in avocado sustainability to build the body of information and understanding of challenges and opportunities.
- ✓ Uncovers innovation and consistently delivers data-based insights to partners across the supply chain to improve sustainable use of natural resources.

ASC Research (learn more at <https://sustainability.hassavocadoboard.com/research/>)

- **Capturing Carbon:** Avocado trees contribute to fighting climate change by capturing and storing CO₂ from the atmosphere and breathing-out oxygen. A mature avocado tree can absorb up to 48 pounds of CO₂ per year.
- **Building Soil Health:** Avocado farmers practice no-till growing which stores and prevents the release of CO₂, prevents soil erosion, and improves soil health. In addition, leaves from avocado trees are left in the groves where they create mulch which builds microbial activity and adds nutrients to the soil.
- **Water Use and Efficiency:** Modernized precision irrigation systems combined with the use of natural rainwater, on over 90% of the acreage growing avocados for U.S. consumption, promotes water efficiency. Regenerative practices, including no-till, improve water retention and infiltration.
- **Higher Density Planting:** New plantings in many growing regions put trees in closer proximity to each other to produce more fruit using less area. This practice also promotes using less resources on fewer acres driving the efficient use of all resources including water and fertilizer. This practice can also be beneficial in helping preserve the natural habitats of insects, animals, and plants.
- **Supporting Strong Farming Communities:** Family farms, in all growing regions, benefit the communities they operate in with job creation. This benefit occurs in many low-income and rural communities, in multiple countries.
- **Renewable Energy:** The industry is implementing and exploring opportunities to power irrigation and operations systems with solar following smart agricultural practices, in an effort to be more energy efficient, reduce greenhouse gas emissions and improve air quality.

CLIMATE ACTION

ENERGY EMISSIONS

At Calavo, our commitment to environmental responsibility includes carefully managing energy use at our facilities.

Depending on the type of facility, our approach varies and may include initiatives such as:

- Replacing overhead lighting with LED fixtures and installing occupancy sensors
- Retrofitting and/or upgrading packing and processing equipment
- Conducting energy audits to identify opportunities to reduce energy use
- Implementing energy-smart activities such as precision agriculture processes and routine equipment and vehicle maintenance



ENERGY PERFORMANCE DATA (GJ)

Energy Source	2022	2023	2024
Electricity	103,891	115,131	96,666
Natural Gas	203,427	202,474	201,007
Gasoline	6,865	4,395	4,258
Diesel*	24,323	5,485	1,803
Propane	2,671	1,184	991
Total Energy	341,178	328,671	304,724

EMISSIONS PERFORMANCE DATA (tCO₂e)

Emissions Source	2022	2023	2024
Natural Gas	10,241	10,193	10,119
Refrigerants	2,400	9,032	2,281
Gasoline	457	293	283
Diesel	1,307	353	127
Propane	156	69	58
Total Scope 1 Emissions	14,561	19,940	12,868
Electricity	11,729	12,749	9,908
Total Scope 2 Emissions	11,729	12,749	9,908
Category 1: Purchased Goods and Services*	255,849	152,005	217,233
Category 5: Waste	3,462	5,981	630
Total Scope 3 Emissions	259,311	157,986	217,863

* Cost of goods and services declined in 2023 because overall sales volume was lower compared to the prior year.

CASE STUDY:

CLEAN ENERGY INCENTIVES DRIVE CARBON REDUCTION AND COST SAVINGS

At Calavo, our energy strategy goes beyond efficiency—it's about actively participating in programs that reduce greenhouse gas emissions and deliver tangible value to our operations. In FY 2024, we advanced this goal through two impactful initiatives: the Low Carbon Fuel Standard (LCFS) Rebate Program and Demand Response Programs.

LOW CARBON FUEL STANDARD (LCFS) REBATE PROGRAM

Calavo participates in the Smart Rebates initiative, part of the California Air Resources Board's LCFS program, which incentivizes the use of low-carbon transportation fuels.

How It Works:

- Calavo earns LCFS credits by using clean energy (e.g., for forklift charging), reducing the carbon intensity of our operations.
- Credits are sold to fuel producers who need to offset emissions from higher carbon fuels.
- Smart Charging Technologies (SCT) manages the entire process—installing CHARGLink meters, submitting reports, and distributing rebates.

2024 Highlights:

- \$10,927.43 in rebates earned through the LCFS program.
- Zero direct costs to Calavo—program is fully funded by LCFS revenue.
- SCT's site audits and streamlined enrollment ensure ease of participation.
- Participation contributes to regional emissions reduction targets for California, Oregon, and Washington.



DEMAND RESPONSE PROGRAMS

Calavo also engages in Demand Response (DR) programs, helping utilities stabilize the grid by reducing electricity use during peak demand periods.

2024 Participation:

- The SPPH facility earned \$528 through DR participation.
- Additional locations in Texas and California (VAD) are also enrolled.
- While DR rebates were modest in 2024, these programs support grid reliability and energy efficiency.

Avoided emissions =

- 34,713 miles driven by a gas vehicle
- 15,488 lbs of coal burned
- 1,609 gallons of gasoline consumed
- Equivalent to carbon sequestered by 231 tree seedlings grown for 10 years

LOOKING AHEAD

Calavo remains committed to:

- Expanding LCFS and Demand Response participation across eligible facilities
- Collaborating with SCT to optimize future rebates and environmental performance
- Exploring new clean energy partnerships to reduce our carbon footprint

These initiatives underscore our belief that strong environmental performance can—and should—go hand-in-hand with smart business decisions.

WASTE AND WATER

Calavo seeks to minimize pollution to land, water and air because we understand that responsibly managing our waste streams is important to our business and to the communities in which we operate. Each facility is subject to different legal and regulatory requirements and has different waste and water opportunities and challenges; however, our approach remains consistent.

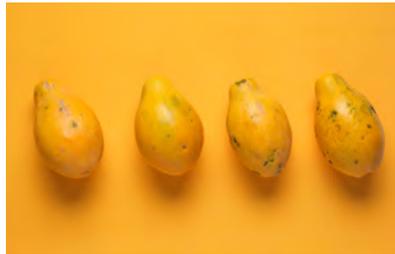
- **Solid Waste:** Every facility has a program for managing solid waste and recycling. To the extent possible, we aim to divert waste away from the landfill to recycling, reuse or composting.
- **Hazardous Waste:** All of our facilities are required to obtain and maintain relevant permits for the storage and transfer of hazardous waste, and we have policies and management systems in place at facilities to ensure materials are stored, labeled and handled properly.
- **Spills:** We have procedures in place for spills, including roles and responsibilities, emergency notifications and mitigation steps.
- **Water Use:** More than 99% of the water we withdraw is used for washing produce, cleaning our processing equipment and office sanitation and hygiene needs. Water recycling and reuse processes and technologies are the biggest opportunities for reducing our water use in the future. We pay special attention to water use at the five Calavo facilities located in areas of high or extremely high water stress.
- **Wastewater:** Wastewater is managed at Calavo's facilities in accordance with local and state requirements. We discharge to onsite wastewater treatment systems and municipal treatment systems, depending on the location of our operations.
- **Air Emissions:** Each facility maintains the relevant permits for air quality. When necessary, air quality equipment and technology is installed to ensure we are within allowable emissions.

WASTE AND WATER PERFORMANCE DATA (tCO₂e)

	UNIT OF MEASURE	2022	2023	2024
Water Withdrawn - Total	Thousand cubic meters	110	141	142
Percentage Water Withdrawn from High Stress Locations	Percent	90	94	87
Corrugated Recycling	Metric tons	202	315	384
Food Waste Diversion	Metric tons	–	667	963
Mixed Recycling	Metric tons	1,014	37,127	199
Food Waste to Animal Feed	Metric tons	1,118	629	997
Food Waste to Compost	Metric tons	14	217	1
Landfilled Municipal Solid Waste	Metric tons	982	575	570
Landfilled Food Waste	Metric tons	32	88	122
Total Waste and Recycling	Metric tons	3,362	39,618	3,236
% Waste Diverted from Landfill	Percent	70	98	79

PEOPLE & COMMUNITIES

At Calavo, our success depends on our ability to recruit and retain a qualified workforce. That means offering competitive wages, generous health benefit options including 401(k), onboard training and opportunity for advancement — all of which contribute to productivity and performance.



FAIR LABOR PRACTICES

HUMAN RIGHTS

Our Code of Business Conduct and Ethics provides the following protections for all our workers: prohibition on discrimination and harassment based on age, race, color, sex, sexual orientation, religion, national origin, ethnicity, disability, pregnancy, family status or any other legally protected status. Calavo is committed to maintaining a diverse and legally compliant workforce, adhering to all employment and immigration regulations. Independent audits regularly confirm this commitment, reinforcing our focus on long-term value creation for shareholders. We uphold the highest standards of ethics and compliance to foster trust, integrity, and organizational stability.

Calavo is also committed to responsible sourcing, including a supply chain free from forced labor and human trafficking. We expect our suppliers to lawfully conduct their business with the same standards of integrity and ethical behavior as we do, and to protect the human rights of their employees and to treat them with dignity and respect.

Our supply chain requirements include prohibiting the use of forced labor or child labor, preventing harassment, abuse and violence, and discrimination, ensuring a safe and healthy work environment, providing freedom of association and collective bargaining, complying with the minimum wage and benefits required by law, ensuring working hours do not exceed the maximum set by applicable law, and operating in strict compliance with all applicable laws and regulations in effect where the supplier does business.

A process is in place for workers to state grievances, make suggestions or report problems to management without fear of reprisal, including an anonymous, bilingual, third-party hotline for reporting concerns. Grievances are investigated and addressed in a documented process.

HUMAN RIGHTS AND WORKPLACE PRACTICES

At Calavo, our commitment to respecting core human and labor rights is integral to our core values and business strategy. We recognize that fostering a diverse and inclusive environment not only enriches our workplace culture but also drives innovation, resilience, and growth. Our workplace initiatives are designed to ensure that every individual, regardless of their background, feels valued and empowered to contribute to our collective success.

WORKFORCE DEMOGRAPHIC

MANAGERS, SUPERVISORS, AND EXECUTIVES	2022	2023	2024
Male	59%	49%	63%
Female	41%	51%	37%
Hispanic / Latino	45%	44%	52%
White	43%	42%	39%
Black / African American	3%	3%	2%
American Indian / Alaskan Native	0%	1%	0%
Asian	3%	4%	0%
Native Hawaiian / Pacific Islander	5%	6%	2%
Not Specified	0%	0%	5%
Two or More Races / Ethnicities	1%	0%	1%
TOTAL WORKFORCE	2022	2023	2024
Male	59%	58%	59%
Female	41%	42%	41%
Hispanic / Latino	54%	56%	57%
White	28%	26%	25%
Black / African American	4%	4%	3%
American Indian / Alaskan Native	1%	1%	1%
Asian	2%	2%	0%
Native Hawaiian / Pacific Islander	9%	10%	1%
Not Specified	0%	0%	13%
Two or More Races / Ethnicities	1%	1%	0%

Race/ethnicity information pertains to U.S. employees only.



CASE STUDY:

BUILDING A STRONG WORKFORCE WITH UNION PARTNERSHIPS

At Calavo, we believe that the strength of our company lies in the people who grow, harvest, process, and deliver our products every day. Ensuring fair treatment, safe working conditions, and open channels of communication with employees is central to our business.

A significant part of our workforce in Mexico is represented by a union—approximately 1,500 employees. Through this relationship, we work closely with union representatives to align on issues such as wages, workplace safety, and benefits. We view these negotiations as opportunities to strengthen trust, improve productivity, and ensure that the voices of our employees are heard.

We believe that genuine partnership with our team members enhances engagement, efficiency, productivity, and retention. When employees know we are invested in shared success, they gain a stronger collective voice to influence positive change and pursue professional growth opportunities.

Our collaborative relationship with labor unions further strengthens this dynamic, driving community reinvestment and local economic growth. Our commitment to giving back is reflected in initiatives such as school supply drives, food donations, sponsorship of youth participation in 4-H livestock shows, corporate games, and local soccer leagues, as well as

volunteer efforts to improve the environment through beach and park cleanups.

Importantly, Calavo has never experienced a significant work stoppage in its history. We attribute this to the collaborative approach we take in managing labor relations. Our focus is on proactive dialogue, respect for employee rights, and a commitment to resolving concerns before they escalate. This stability allows us to maintain consistent operations while also supporting the wellbeing of our workforce.

In the United States, most of our employees are not unionized, but we maintain the same commitment to fairness and open communication across all facilities. Our goal is to create a workplace culture where every employee feels valued, whether they are represented by a union or not.

Looking ahead, Calavo will continue to nurture constructive partnerships with unions and employees alike. By fostering stable labor relations, we not only support our workforce but also reinforce the reliability and resilience of our global supply chain.



WORKER HEALTH AND SAFETY

Worker health and safety is a top priority at Calavo, and we have embedded safety into every level of our operations. Our Safety Management Program provides the framework for maintaining a safe and healthy workplace, supported by strong leadership commitment and employee participation.

At the facility level, our Safety Committee—comprised of facility safety representatives and management—serves as the central forum for safety collaboration. The safety representatives include employees working on the production floor, in the warehouse, maintenance, and other direct operational roles. Together with management, they identify potential hazards, recommend improvements, and ensure that safety protocols are clearly communicated and consistently followed.

Calavo’s comprehensive Health and Safety Program encompasses a wide range of initiatives, including our Heat Illness Prevention Program, Hearing Conservation Program, Drivers Program, and Ergonomics Program—each designed to address specific workplace risks and enhance employee well-being. A key component of these efforts is ongoing safety training and development, which covers both compliance requirements and skill-building opportunities. Employees can become CPR certified, gain cross-functional skills, and receive training for advancement into other roles.

Employee awareness and participation are essential to the success of these programs. Through regular worksite evaluations, feedback channels, and multilingual communication, we ensure that all team members are informed, empowered, and actively engaged in maintaining a culture of safety.

SAFETY COMMITTEE

At the corporate level, Calavo’s Safety Committee is made up of a cross-functional, bilingual group of executives, responsible for setting the safety program and action/investigations.

TRAINED SAFETY PERSONNEL

In addition, we have dedicated personnel with safety training and responsibilities at each of our major facilities.

REGULAR SAFETY TRAINING FOR ALL

All employees receive safety training at least once a year, and all major facilities have a dedicated safety meeting at least once per quarter.

SUGGESTION BOXES

Implemented at all facilities, suggestion boxes allow employees to report ideas and concerns, including anonymously.



2024 HEALTH AND SAFETY HIGHLIGHTS

This year, we introduced a number of new programs and initiatives designed to create a safety culture, engage employees, and better understand safety trends and opportunities.

★ Improved workers' compensation performance:

Calavo continued to improve its Experience Modification Rate (ExMod), reflecting a sustained reduction in workplace injury claims relative to industry peers. The Company's ExMod declined from 2.57 in 2023 to 1.57 in 2024, with a further reduction to 1.32 effective in 2025, contributing to lower workers' compensation premiums and signaling improved safety outcomes.

★ Strengthened safety governance and oversight:

Calavo maintained monthly governance meetings to review injury trends, corrective actions by location, and safety audit completion. Each facility also held quarterly Safety Committee meetings, including representatives from all departments and at least two non-managerial employees, to support employee participation and continuous hazard identification in alignment with the Company's Injury and Illness Prevention Program (IIPP).

★ Expanded safety training and engagement:

A comprehensive monthly safety and compliance training calendar was implemented across facilities, covering topics such as machine guarding, heat illness prevention, emergency preparedness, and hazard communication. In 2024, Calavo introduced Workplace Violence Prevention training as part of its broader safety program. Facilities also recognized "Safety Heroes" on a monthly basis for proactive safety actions, reinforcing a culture of shared responsibility.

SAFETY DATA PERFORMANCE

		2022	2023	2024
Total Recordable Incidence Rates (TIR)	U.S. Facilities	4.22	3.21	1.87
	Mexico Facilities	6.94	8.58	22.96
Days Away Restricted or Transferred (DART)	U.S. Facilities	3.91	3.00	1.87
	Mexico Facilities	16.94	11.17	6.62
Fatalities	U.S. Facilities	0	0	0
	Mexico Facilities	0	0	0

TIR and DART rates are based on 200,000 working hours, divided by the total number of working hours.

COMMUNITY ENGAGEMENT

We believe that meaningful community engagement is essential for fostering strong relationships and contributing to the well-being of the communities in which we operate. Our commitment to community involvement is demonstrated through a variety of initiatives and events designed to promote team building, education, and local development.

Each year, Calavo works with employees, growers, and local partners to better understand the needs of the communities in which we operate and to tailor our engagement activities accordingly. Our approach emphasizes local relevance, employee participation, and practical support aligned with community priorities, recognizing that the needs of each region and workforce differ.

Over the past several years, this engagement has taken many forms, including food donations, school supply drives, support for youth and educational programs, sponsorship of local events, and employee volunteer activities such as environmental cleanups. In agricultural regions, community investments have also focused on health, nutrition, and access to essential services, particularly where economic or geographic barriers limit availability.

By maintaining an ongoing dialogue with community stakeholders, Calavo seeks to direct resources where they can have the greatest impact while reinforcing long-term relationships built on trust and mutual benefit. These efforts complement our broader sustainability strategy by supporting workforce stability, strengthening local economies, and contributing to the resilience of the communities that support our operations.



SUSTAINABLE AGRICULTURE

Calavo works with hundreds of food growers around the world. We have a joint-venture investment in a greenhouse tomato operation in Jalisco, Mexico (Agricola Don Memo), but otherwise do not have direct control over the growing practices of our suppliers.

GROWER ENGAGEMENT

We are proud to work with our customers to source products grown with sustainable agriculture practices, including Fair Trade products, organic products, and products with specific sustainable agriculture practices.

Calavo does not own or operate farms. We work with independent growers. Our role is to engage, support, and incentivize sustainable practices, not to dictate agricultural operations. Calavo depends on a reliable source of high-quality produce from growers in a complex supply chain. In particular, three commodities (avocados, tomatoes and papaya) make up a vast majority of our food sourcing spend. These produce items are best grown in tropical and sub-tropical locations with healthy soil, lots of sunshine and ample water supplies.

As climate change increases the frequency and severity of extreme weather events, we are beginning to integrate climate adaptation strategies into our business model. These strategies include diversifying suppliers, seeking weather-adapted plant species, and providing technical support to farmers implementing water efficiency technology.

SUSTAINABLE INNOVATIONS IN CALAVO'S HAWAIIAN PAPAYA OPERATIONS

Calavo's papaya operations in Hawaii are a testament to our commitment to sustainable agriculture and community support. Hawaiian papaya farmers, in collaboration with Calavo, have embraced innovative practices that enhance productivity and environmental stewardship. One such initiative involves farmers

growing their own seeds, which not only supports a consistent supply of high-quality papayas but also reduces dependence on external seed suppliers, fostering greater self-sufficiency. Additionally, our farmers have adopted the use of ground cover crops, which play a crucial role in soil conservation and health. These cover crops help maintain soil structure, prevent erosion, and enhance nutrient cycling, significantly reducing the need for traditional tilling. This practice not only preserves the integrity of the farmland but also offers substantial economic benefits. It is estimated that these sustainable methods save our Hawaiian papaya farmers approximately \$250,000 annually in reduced labor and machinery costs associated with tilling.

Through these efforts, Calavo's Hawaiian papaya operations not only promote agricultural sustainability but also support the economic viability of local farmers, ensuring a bright future for Hawaii's papaya industry.

LESSONS LEARNED

For commercial operations, perennial peanut stolons are more cost-effective than potted peanut plants, requiring less labor and lower costs.	Planting should occur during the rainy season to promote healthy establishment of the new cover crop.
Perennial peanut is a nitrogen-fixing legume. It produces its own nitrogen fertilizer.	The cover crop should be fully established before planting papaya seedlings.

CASE STUDY:

PROTECTING MICHOACÁN'S FORESTS: CALAVO'S COMMITMENT TO SUSTAINABLE AVOCADO SOURCING

At Calavo, we understand that the future of fresh produce is intrinsically linked to the health of our planet and the communities that cultivate it. For years, the rapid growth of avocado cultivation in Michoacán, Mexico – the world's leading producer and a major source for the U.S. market – has presented significant environmental challenges, particularly related to deforestation.

In response to these critical challenges, the Michoacán State Government has spearheaded the "Pro-Forest Avocado" certification program, designed to promote sustainable cultivation and processing, ensuring that avocados reach consumers while protecting vital forest ecosystems.

Calavo is proud to be among the packing companies that have voluntarily acceded to this crucial certification, demonstrating our commitment to responsible environmental stewardship within the avocado supply chain.

HOW "PRO-FOREST AVOCADO" ENSURES SUSTAINABILITY

The "Pro-Forest Avocado" program is built on a foundation of rigorous standards and technological innovation to combat deforestation and promote sustainable practices:

- **Deforestation-Free Mandate:** A core tenet of the certification is the "no deforestation" principle. Packing and processing companies aiming for certification must exclusively acquire their product from orchards that have not undergone deforestation since 2018 or suffered from fires since 2012. This establishes a clear baseline for environmental integrity.
- **The "Forest Guardian" Satellite System:** This system, built by the State Government, provides an accurate way to evaluate orchards, verify compliance with sustainability criteria, and precisely identify properties that have undergone land use change. Calavo is actively using the Guardian Forestal Monitoring

System to ensure full compliance with the program in collaboration with the Michoacan Government.

- **Commitment to Certified Sourcing:** To maintain certification, participating companies like Calavo are required to progressively increase their sourcing from Pro Forest Avocado certified orchards. This includes acquiring at least 10% of their product from certified orchards in the first year, rising to 20% in the second, and 30% in the third, ultimately aiming for a minimum of 50%. This phased approach ensures a practical yet impactful transition towards fully sustainable sourcing.
- **Regular Audits and Accountability:** The Secretariat of the Environment will conduct audits at least every six months to assess traceability and compliance. Failure to comply with the "no deforestation" requirements or misuse of the Forest Guardian System can lead to the loss of certification, reinforcing the program's strict accountability.

OUR VISION FOR A SUSTAINABLE FUTURE

By participating in the "Pro-Forest Avocado" certification, Calavo is not only complying with stringent environmental standards but also contributing to a broader movement that recognizes producers committed to responsible practices, supports the integrity of Michoacán's forests, and provides greater certainty to consumers worldwide. We believe this program sets a new standard for sustainability in the avocado industry, fostering a future where the delicious fruit we love can be enjoyed with confidence, knowing it supports healthy ecosystems and thriving communities.



FOOD SAFETY & NUTRITION

Food safety is Calavo's utmost priority, and we have implemented stringent measures to ensure food safety protocols are in place throughout the supply chain. Our Food Safety Plans are based on the Food Safety Modernization Act (FSMA) and/or Hazard Analysis Critical Control Points (HAACP) requirements and principles.

They include a comprehensive environmental monitoring program, illness transmission prevention procedures, allergen controls to prevent cross-contact and metal detection. Every facility has a written protocol in place, supported by training, directing employees to practice food safety behaviors based on the facility's production processes, customer requirements and risk factors. These components include, for example, requirements around clothing, hair and beard coverings, hand washing and use of gloves.

Every business unit has a dedicated plan for managing crises; facilities have a response plan in case of hazardous spills, as well as natural disaster

recovery plans specific to their geographic region and risk profile. Each plan is tailored to the business unit and type of facility, but includes, at a minimum: roles and responsibilities for crisis management, steps to identify and mitigate the problem and directions for communication to key stakeholders as needed. We believe food safety is everyone's responsibility at Calavo, from top-level management to front line workers, and our Operations teams are integrated into every facet of our food safety programs and initiatives.

If food safety issues arise, we implement our Corrective and Preventive Action program, which encompasses investigating to determine root causes, resolving the issue or deviation, implementing corrective actions, and reviewing the Food Safety/HAACP plans. This program is managed by the facility's Food Safety team, and the corporate Food Safety & Quality team as needed. Incidents, audit findings and complaints are some of the things tracked and trended to facilitate process improvement.



RECALLS

	2022	2023	2024
Number of Recalls	0	0	0
Volume Metric Tons	0	0	0

APPROACH TO NUTRITION

We define “healthy products” as containing no added sugar or preservatives. In 2024, 99% of sales came from products considered to be healthy, namely fruits and vegetables in their whole, unprocessed state and prepared avocado (guacamole) made with specific limits on nutrients based on the FDA’s percentage of the Daily Value for these nutrients.

Calavo is proud to offer a broad portfolio of healthy products to our consumers. From nutrient-dense avocados to vitamin-loaded fruit and vegetables, we thoughtfully source products to align with consumer demands for functional foods critical to cultivating a healthy lifestyle. Coming out of the COVID-19 pandemic, we realize more than ever the impact wholesome, nutritional fruit and vegetables play in maintaining a healthy immune system and promoting overall wellness.



SPECIALTY PRODUCTS

While we incorporate sustainability throughout our entire company, we also have specialty programs and products that cater to customers’ changing environmental and social preferences. For example, we offer Fair Trade, and organic products in a number of areas.

PERCENTAGE OF SALES ASSOCIATED WITH SPECIALTY SUSTAINABILITY ITEMS

	2022	2023	2024
Fair Trade	11.2%	14.6%	12.0%
Organic	6.7%	8.8%	7.0%

While our Fair Trade volume is small, we aim to grow it alongside our customers’ needs. In 2024, our Fair Trade sales generated \$6,003,768 MXN in premium funds for the local community, allowing us to support important projects that meet identified needs around health, education and environmental priorities.

OBJECTIVE	PROJECT	SUMMARY	NEEDS ADDRESSED	IMPACT
Provide preventive medical and psychological care	Health Management Center	Health services such as: physical rehabilitation, x-rays, vision care magnetic resonances, ultrasounds, orthopedic devices, clinical analysis, mammograms, pap smears, women’s health, and psychological therapy	Lack of routine medical care due to cost and appointment delays	1,800 medical services delivered
Strengthen health and nutrition	Pantry Kits	Food basket that covers the needs of food, women’s hygiene and personal hygiene delivered directly to workers	Increase in the cost of basic food and personal hygiene products	1,360 pantry kits distributed
Improve home safety and health	Waterproofing Kits	Buckets of waterproofing materials distributed to workers for home improvements	Leaking roofs cause home deterioration and health issues	516 people served
Remove barrier to education	School Supplies Project	Educational kits tailored to preschool, primary, secondary and high school needs	High cost of school supplies is a barrier to children staying in school	1,690 school supply kits distributed
Restore green areas and provide environmental protection	Reforestation Campaign “All Together for Our Forests”	Pine trees distributed to teams for planting in areas where Fair Trade certified producers are concentrated	Forest degradation, pollution and climate change	500 pine trees planted

PACKAGING AND LOGISTICS

At Calavo, we consider the environmental impacts of packaging throughout the entire supply chain.

We work closely with our customers to determine their packaging needs, and offer products that use recyclable, biodegradable, recycled content and reusable packaging. Some of our strategies include:

- Changing packaging from materials that cannot be recycled and require energy applications (like PVC shrink wrap) to those which can be more easily recycled and do not require heat to apply (such as tamper evident packaging).
- Reducing the overall weight of packaging by using film lidding instead of rigid lidding and down-gauging corrugate in favor of lighter weight cardboard.
- Expanding the use of post-industrial plastics (sometimes referred to as regrind) and post-consumer recycled (PCR) plastics.
- Designing packaging solutions with the environment in mind, such as our die-cut boxes, which require little or no adhesive or tape when forming the box before packaging the finished goods.

PACKAGING PERFORMANCE

	UNIT	FY2022	FY2023	FY2024
Total Weight of Packaging	Metric tons	16,241	17,051	15,909
Made from recycled/renewable materials	Metric tons	8,295	8,311	7,763
Made from recycled and/or renewable materials	Percentage	51%	49%	49%
Made from materials that can be recycled, reused, and/or composted	Metric tons	14,188	15,509	13,469
Made from materials that can be recycled, reused, and/or composted	Percentage	87%	91%	85%



SOUND GOVERNANCE

Calavo is committed to conducting its business honestly and ethically wherever we operate in the world, constantly improving the quality of our services, products and operations and maintaining a reputation for honesty, fairness, respect, responsibility, integrity, trust and sound business judgment.

ETHICS & INTEGRITY

Calavo's Code of Business Conduct and Ethics outlines basic principles, in both English and Spanish, to guide all directors, officers and employees towards ethical behavior. Our Vendor Code of Conduct sets out similar expectations for our suppliers.

All new hires are required to sign their acknowledgment of, and compliance to, the Code of Conduct. This process is audited annually as part of our overall financial audit process. In addition, directors and executives sign the Code of Conduct every year.

Calavo utilizes a confidential hotline through NAVEX Global for employees to submit their grievances anonymously. Issues and concerns associated with unethical or illegal activities can be reported safely and honestly while maintaining anonymity and confidentiality. In addition, we maintain a reporting system to track concerns regarding the company's internal accounting controls or auditing matters by calling 1-888-279-6251 in the U.S. or online at www.ethicspoint.com to leave a confidential message for our audit committee. Calavo's policy prohibits retaliation for a good faith report of unethical, dishonest or illegal behavior, or of any other violation of our Code of Conduct.



CASE STUDY:

STRENGTHENING GOVERNANCE TO SUPPORT A GROWING GLOBAL FOOTPRINT

As Calavo continues to grow and adapt within a dynamic regulatory and stakeholder environment, we have taken proactive steps to enhance our governance and compliance framework across the organization. These efforts reflect our ongoing commitment to operating with integrity, transparency, and accountability in every region where we do business.

In FY 2024, Calavo designated a new Chief Compliance Officer (CCO) to lead our enterprise-wide governance program. The CCO plays a central role in embedding ethical business practices throughout our operations in both the U.S. and Mexico. This position reports directly to executive leadership and helps ensure alignment between our internal compliance protocols and evolving regulatory expectations.

We also took this opportunity to update and reissue our Employee Code of Conduct and Vendor Code of Conduct, reaffirming our expectations for ethical behavior and responsible business practices across our workforce and supply chain. These documents were shared widely with staff and vendor partners and are now more accessible and relevant than ever before.

To support implementation, we launched a comprehensive training program for all employees focused on state, federal, and local compliance obligations. This initiative ensures that every member of our team—regardless

of role or geography—understands their responsibilities and the high standards we uphold as a global produce company.

In parallel, our cross-functional ESG Committee continued to play a key role in aligning corporate policies with customer requirements, emerging legislation, and our broader sustainability values. The committee not only monitors performance but helps anticipate risks and identify opportunities for continuous improvement.

Finally, we formalized a series of governance policies and procedures designed to reinforce consistent and compliant business practices across all operational areas. These efforts are especially important as we operate in diverse regulatory environments, and they reflect our commitment to strong internal controls, ethical leadership, and stakeholder trust.

By building on our solid foundation with clear structures, dedicated leadership, and proactive training, Calavo is well positioned to navigate complexity while maintaining the highest standards of corporate governance.



ESG RISK MANAGEMENT

We continue to look at environmental, social and governance (ESG) issues to identify our current and emerging risks and opportunities. In particular:

- **Climate risk:** As a food company reliant on agricultural production and physical infrastructure, Calavo is exposed to climate-related physical risks associated with extreme weather events, warming temperatures, and changing precipitation patterns. During FY2025, Calavo undertook a facility-level climate risk assessment of its U.S. operations, including company-operated packing houses, distribution facilities, administrative headquarters, and key third-party border logistics nodes. The assessment, conducted in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) framework, evaluated exposure to acute and chronic physical hazards such as wildfire, extreme heat, coastal and riverine flooding, hurricanes, and severe wind events under present-day and future climate scenarios. Current risk is driven primarily by earthquake and wildfire exposure at California facilities, while climate-sensitive hazards—particularly coastal flooding, wildfire, and hurricane-related impacts—are projected to increase over time under both a moderate-emissions scenario (RCP 4.5) and a high-emissions scenario (RCP 8.5). The results provide a quantitative basis for understanding potential financial, operational, and workforce impacts and inform Calavo’s ongoing risk management, capital planning, and operational resilience strategies.
- **Evolving customer expectations:** We engage customers throughout the year on ESG issues, including participation in their ESG-related audits, assessments, and questionnaires. Our preference is to work collaboratively with customers to understand and respond to changes in their ESG priorities, ensuring that Calavo remains a partner of choice.
- **Increasing regulatory requirements on ESG disclosure:** We continue to carefully monitor the widespread development and implementation of ESG rules, policies, laws and regulations across the global landscape. In particular, the recent dual climate-related bills signed into law in California in late 2023 will require Calavo to expand both our carbon emissions disclosures and our climate risk assessment results by 2026.



DATA AND SECURITY

In 2022, Calavo initiated a process to enhance the security and reliability of our enterprise systems and data. With guidance from external technology advisors, we established an action plan to deliver our information technology objectives. In 2023 we implemented various initiatives aimed at strengthening our cybersecurity and data integrity, including:

- **Engaging a third party consultant to assess our systems, procedures, and policies**
- **Implementing various recommendations based on the third-party assessments**
- **Performing regular vulnerability/intrusion tests of our systems against third party threats and addressing any potential issues**
- **Implementing a multi-factor authentication tool**
- **Completing the migration of our ERP system to a cloud based solution**
- **Conducting email phishing campaigns**

ABOUT THIS REPORT

This is Calavo Growers, Inc.'s seventh annual sustainability report covering our performance during fiscal year 2024, November 1, 2023 - October 31, 2024.

Data for the prior two fiscal years have also been provided where available, to aid in trend analysis.



BOUNDARIES AND METHODOLOGY

This Sustainability Report boundary includes all 8 facilities directly operated by Calavo. In addition, we have included selected information from joint ventures where we do not have direct control. Any exceptions to this scope are noted directly in the text. Environmental data has been collected, aggregated and reported in alignment with the Greenhouse Gas Protocol Revised Edition and The Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting & Reporting Standard.

INDEPENDENT VERIFICATION

We have engaged Strategic Sustainability Consulting (SSC) to support our sustainability reporting efforts. We believe that this report contains information that is accurate, timely, and balanced. In preparing the material for this report, we have completed an internal assessment process in conjunction with SSC to review the contents for clarity. This report has not been externally assured.

UPDATES AND CORRECTIONS

Due to the sale of the RFG business unit, Calavo updated its internal tracking and reporting approach for specialty foods; as a result, disclosures related to revenue from GMO-labeled products have been revised to reflect the current business structure and reporting boundaries.

FEEDBACK

We welcome your feedback to our Sustainability Report Team at sustainability@calavo.com.

DISCLAIMER

This report contains statements relating to future events and results of Calavo (including certain projections and business trends) that are “forward-looking statements,” as defined in the Private Securities Litigation Reform Act of 1995, that involve risks, uncertainties and assumptions. These statements are based on our current expectations and are not promises or guarantees. If any of the risks or uncertainties ever materialize or the assumptions prove incorrect, the actual results of Calavo may differ materially from those expressed or implied by the forward-looking statements and assumptions. All statements in this report, other than statements of historical fact, are statements that could be deemed forward-looking statements. For a further discussion of the risks and uncertainties that we face, please see the risk factors described in our most recent Annual Report on Form 10-K filed with the Securities and Exchange Commission and any subsequent updates that may be contained in our Quarterly Reports on Form 10-Q and other filings with the Securities and Exchange Commission. Forward-looking statements contained in this report are made only as of the date of this report, and we undertake no obligation to update or revise any forward-looking statement, whether as a result of new information, future events or otherwise.



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB’s Sustainability Accounting Standards comprise disclosure guidance and accounting standards for use by U.S. and foreign public companies in their disclosures to investors. SASB Standards identify sustainability topics that are reasonably likely to constitute material information for a company within a particular industry. Reflecting the nature of its business, Calavo reports against both the Processed Foods and Agricultural Products SASB standards. SASB indicators relevant to these two industries are summarized in the following tables.

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2022	2023	2024
Energy Management	Total energy consumed (FB-PF-130a.1)	Gigajoules (GJ)	341,178	328,671	304,724
	Percentage grid electricity (FB-PF-130a.1)	Percent (%)	30	35	32
	Percentage renewable (FB-PF-130a.1)	Percent (%)	0	0	0
Water Management	Total water withdrawn (FB-PF-140a.1)	Thousand cubic meters (m ³)	110	141	142
	Percentage in regions with high or extremely high baseline water stress (FB-PF-140a.1)	Percent (%)	90	94	87
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations (FB-PF-140a.2)	Number (#)	0	0	0
	Description of water management risks and discussion of strategies and practices to mitigate those risks (FB-PF-140a.3)	Discussion and analysis	See page 14		



TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2022	2023	2024
Food Safety	Global Food Safety Initiative (GFSI) audit non-conformance rate (FB-PF-250a.1)	Rate	0	0	0
	Audit corrective action rate for major non-conformances (FB-PF-250a.1)	Percent (%)	N/A	N/A	N/A
	Audit corrective action rate for minor non-conformances (FB-PF-250a.1)	Percent (%)	N/A	N/A	N/A
	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program (FB-PF-250a.2)	Percent (%) by cost	100%	100%	100%
	Total number of notices of food safety violation received (FB-PF-250a.3)	Number (#)	0	0	0
	Percentage corrected (FB-PF-250a.3)	Percent (%)	N/A	N/A	0
	Number of recalls issued (FB-PF-250a.4)	Number (#)	0	0	0
	Total amount of food product recalled (FB-PF-250a.4)	Metric tons (t)	0	0	0



TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2022	2023	2024
Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes (FB-PF-260a.1)	Million \$ USD	769	590	662
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers (FB-PF-260a.2)	Discussion and analysis	See page 24		
Product Labeling and Marketing	Percentage of advertising impressions made on children (FB-PF-270a.1)	Percent (%)	0	0	0
	Percentage of advertising impressions made on children promoting products that meet dietary guidelines (FB-PF-270a.1)	Percent (%)	N/A	N/A	N/A
	Product Labeling on Genetically Modified Organisms (GMOs) (FB-PF-270a.2)	Million \$ USD	11.3	10.3	11.5
	Incidents of non-compliance with industry or regulatory labeling and/or marketing codes (FB-PF-270a.3)	Number (#)	0	0	0
	Monetary losses as a result of legal proceedings associated with labeling and/or marketing practices (FB-PF-270a.4)	\$ USD	0	0	0

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2022	2023	2024
Packaging Lifecycle Management	Total weight of packaging (FB-PF-410a.1)	Metric tons (t)	16,241	17,051	15,909
	Percentage made from recycled and/or renewable materials (FB-PF-410a.1)	Percent (%)	51	49	49
	Percentage recyclable, reusable, and/or compostable (FB-PF-410a.1)	Percent (%)	87	91	85
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle (FB-PF-410a.2)	Discussion and analysis	See page 26		
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced from regions with high or extremely high baseline water stress (FB-PF-440a.1)	Percent by cost (%)	Not tracked		
	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations (FB-PF-440a.2)	Discussion and analysis	See pages 21-22 and page 29		
Activity Metrics	Total production (FB-PF-000.A)	Metric tons (t)	227	209	197
	Production facilities (FB-PF-000.B)	Number (#)	8	8	8

SASB INDEX (AGRICULTURAL PRODUCTS)

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2022	2023	2024
Greenhouse Gas Emissions	Gross global Scope 1 emissions (FB-AG-110a.1)	Metric tons CO2e	14,561	19,940	12,868
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions (FB-AG-110a.2)	Discussion and analysis	See pages 12-13		
Energy Management	Total energy consumed (FB-AG-130a.1)	Gigajoules (GJ)	341,178	328,671	304,724
Water Management	Total water withdrawn (FB-AG-140a.1)	Thousand cubic meters (m ³)	110	141	142
	Percentage in regions with high or extremely high baseline water stress (FB-AG-140a.1)	Percentage (%)	90	94	87
	Description of water management risks and discussion of strategies to mitigate them (FB-AG-140a.2)	Discussion and analysis	See page 14		
Food Safety	Number of recalls issued, total amount of food product recalled (FB-AG-250a.1)	Number (#), Metric tons (t)	0, 0	0, 0	0, 0
	Discussion of markets banned or restricted due to food safety concerns (FB-AG-250a.2)	Discussion and analysis	Calavo's products have not been banned or restricted in any market due to food safety concerns		
Worker Health and Safety	Total recordable incident rate (TRIR) (FB-AG-320a.1)	Rate (U.S.)	4.22	3.21	1.87
		Rate (Mexico)	6.94	8.58	22.96
	Fatality rate (FB-AG-320a.1)	Rate (U.S.)	0	0	0
		Rate (Mexico)	0	0	0
	Near miss frequency rate (NMFR) (FB-AG-320a.1)*	Rate (U.S.)	2.15	3.01	1.45

*U.S. workforce only

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2022	2023	2024
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of agricultural products sourced from regions with high or extremely high water stress (FB-AG-430a.1)	Percentage (%)	Not tracked		
	List of priority raw materials and discussion of sourcing risks due to environmental and social considerations (FB-AG-430a.2)	Discussion and analysis	See page 21-22		
Management of Environmental & Social Impacts in the Supply Chain	Percentage of direct and indirect suppliers certified to a third-party environmental or social standard (FB-AG-430a.3)	Percentage (%)	Calavo doesn't track data in a way that allows us to report the indicator, but on page 25 we provide qualitative and quantitative information about our sales of products that are certified to third-party standards such as Fair Trade and USDA Organic.		
Climate Change Impacts on Agricultural Production	Description of strategies to manage risks associated with climate change and weather-related events (FB-AG-440a.1)	Discussion and analysis	See page 14 and pages 21-22		
Activity Metrics	Number of processing facilities (FB-AG-000.A)	Number (#)	8	8	8
	Amount of agricultural products produced, by major crop (FB-AG-000.B)	Metric tons (t)			
	<i>Tomatoes</i>		13,285	13,661	12,629
	<i>Avocados</i>		4,469	4,817	3,983
	<i>Papaya</i>		592	558	556
	<i>Other</i>				
	Area of agricultural land under cultivation, by major crop (FB-AG-000.C)	Hectares (ha)	We do not own or manage any of the cultivated land that produces crops. Instead, we work with hundreds of suppliers, including farm smallholders, to source our fruits from around the world.		



ABOUT
CALAVO

SUSTAINABILITY
APPROACH

CLIMATE
ACTION

PEOPLE &
COMMUNITIES

SUSTAINABLE
AGRICULTURE

SOUND
GOVERNANCE

ABOUT THIS
REPORT




FIRST NAME IN AVOCADOS

calavo.com