

ABOUT
CALAVO

SUSTAINABILITY
APPROACH

CLIMATE
ACTION

PEOPLE &
COMMUNITIES

SUSTAINABLE
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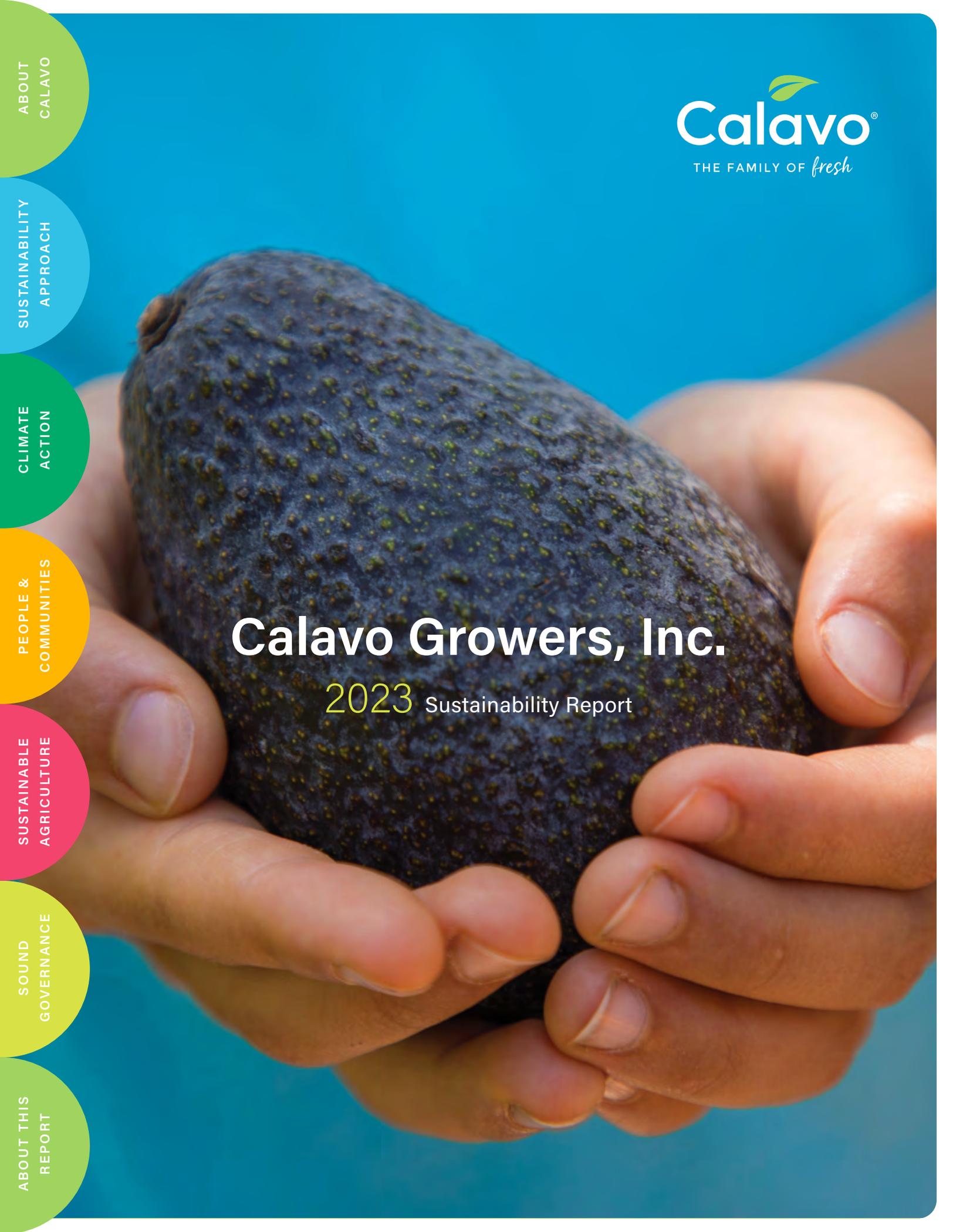
SOUND
GOVERNANCE

ABOUT THIS
REPORT



Calavo Growers, Inc.

2023 Sustainability Report





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



**On August 15, 2024,
Calavo completed the sale
of its Fresh Cut (formerly
RFG) division. This strategic
move allows us to refocus
on our core business which
centers on avocados and
related fresh and prepared
products.**

**HISTORICAL DATA AND ACTIVITIES RELATED
TO THE FRESH CUT DIVISION HAVE BEEN
REMOVED FROM THIS REPORT.**



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Letter from the CEO



Dear Stakeholders,

2023 was a year of meaningful progress and reflection for Calavo. We navigated an evolving landscape with a steadfast focus on delivering quality products, enhancing operations, and building on our century-long legacy.

Our success continues to be built on the dedication of our teams, the strength of our partnerships, and the trust of our customers. These relationships have been integral to the steps we've taken this year, and we are proud of the work we've accomplished together.

As we look to the future, we remain focused on our core business and the values that have guided us for generations. Thank you for your ongoing support and for being a part of Calavo's story.

Sincerely,

A handwritten signature in black ink, reading "Lee Cole". The signature is written in a cursive, flowing style.

LEE COLE
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.

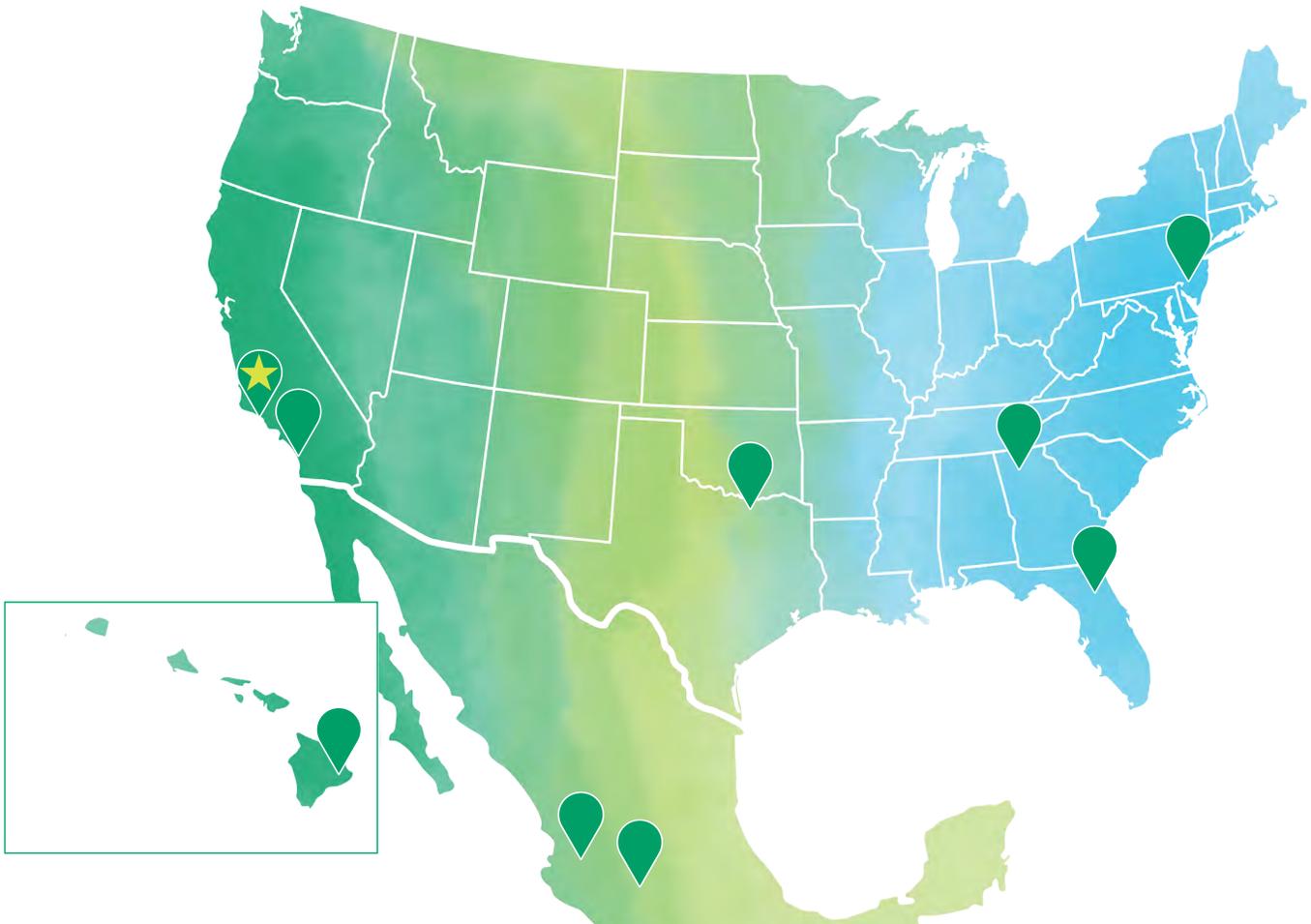
The company serves retail grocery, foodservice, club stores, mass merchandisers, food distributors and wholesalers worldwide. Calavo is headquartered in Santa Paula, California, with facilities throughout the U.S. and Mexico. Calavo operates out of 8 facilities located in the U.S. and Mexico. Our primary 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
United States	409	435
Mexico	1,804	1,671
Total	2,213	2,106

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

CLIMATE ACTION

- Managing Climate Risk
- Energy & Emissions
- Waste & Water

SUSTAINABLE AGRICULTURE

- Grower Engagement
- Specialty Products
- Food Safety & Nutrition
- Packaging & Logistics

SOCIAL RESPONSIBILITY

- Fair Labor Practices
- Worker Health & Safety
- Community Engagement

SOUND GOVERNANCE

- Ethics & Integrity
- ESG Risk Management
- Data Protection & Security

Accountability for Sustainability 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	2023 EXAMPLES
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 	<ul style="list-style-type: none"> Conducted social responsibility audits per customer request Participated in Project Gigaton survey Collaborated on food waste reduction initiatives
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"> Orientation and onboarding Employee engagement strategy Skills training/development Celebrate cultural differences 	<ul style="list-style-type: none"> Safety Hero recognition program Promote Recycle, Reuse, Renew Deliver communication in multiple languages
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 	<ul style="list-style-type: none"> Supported a “health management center” in Mexico Delivery of food baskets for employees and their families Provided school supplies to employees’ children
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 	<ul style="list-style-type: none"> Desktop review of institutional investor sustainability scorecards and assessments



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 Haas 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 Haas 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 and 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

2023 ENERGY AND EMISSIONS HIGHLIGHTS



We successfully transitioned two facilities to our

**energy
on demand**

program. This initiative resulted

in a **SAVING OF \$15,524** in electrical credits and the avoidance of 13.4 metric tons of CO2 emissions, underscoring our efforts to optimize energy use and reduce our carbon footprint.



Furthermore, our New Jersey facility has embarked on an ambitious journey by entering into the

**ACE SEM
(Strategic Energy
Management)**

program in partnership with Atlantic City Electric. Over the next year, this program will take a comprehensive approach to managing energy use, focusing on continuous improvement in energy performance. Through this collaboration, we aim to establish best practices and implement energy-efficient projects across our operations,

**FOSTERING A CULTURE OF
SUSTAINABILITY** and driving long-term environmental benefits.



ENERGY PERFORMANCE DATA (GJ)

Energy Source	2022	2023
Electricity	103,891	115,131
Natural Gas	203,427	202,474
Gasoline	6,865	4,395
Diesel*	24,323	5,485
Propane	2,671	1,184
Total Energy	341,178	328,671

* The reduction in diesel consumption from 2022 to 2023 was due to lower volume in California crop and one less carrier.

EMISSIONS PERFORMANCE DATA (tCO₂e)

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

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

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.
- 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.

2023 WASTE AND WATER HIGHLIGHTS



At our **CALIFORNIA VALUE-ADDED DIVISION (CA VAD)** we successfully transitioned food waste from composting to **animal feed**, thereby keeping food waste within the food supply chain and contributing to a circular economy.

WASTE AND WATER PERFORMANCE DATA (tCO2e)

	UNIT OF MEASURE	2022	2023
Water Withdrawn	Thousand cubic meters	72.6	75.6
Total Waste	Metric tons	2,196	1,642
Food Waste to Animal Feed	Metric tons	1,118	629
Food Waste to Compost	Metric tons	14	217
Municipal Solid Waste to Landfill	Metric tons	1,031	654
Food Waste to Landfill	Metric tons	32	141

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 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.



Worker Health and Safety

Worker health and safety is a top priority at Calavo, and we have embedded safety into every level of the organization. Our Safety Management Program, the foundation for Calavo's commitment to workplace safety, sets parameters for a safe and healthy workplace. Execution of this plan happens at the facility level, where management and staff work together to ensure safety protocols are understood and met across all facets of the business. For example, we have two safety committees: Administrative Safety Committee and Leadership Safety Committee.

The Administrative Safety Committee consists of employees working on the production floor, in the warehouse, maintenance and other direct positions. Members of this committee discuss ways to make the workplace safer for their peers. The Leadership Safety Committee consists of managers from the production and support departments who discuss and implement structural and policy changes to formulate and enhance safety changes across our operations. All of Calavo's packing and processing facilities have a safety policy in place that covers, at a minimum: roles and responsibilities, safety requirements for all building occupants, personal protective equipment (PPE) requirements and procedures for when an accident or incident takes place. Multilingual branding and communication are paramount to ensuring our Safety Management Program.

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.



2023 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.



CALAVO IMPLEMENTED A
Heat Prevention Program

designed to protect our employees from heat-related illnesses, ensuring their well-being during high-temperature conditions. Additionally, we actively shared Holiday Safety Campaigns, promoting safety awareness during festive seasons.



OUR

Safety Champions

were recognized for their outstanding participation and engagement in promoting a safe workplace, with awards presented to those who demonstrated exceptional commitment to safety. Continuous improvement efforts included conducting several classes for supervisors and managers on accident investigation, root cause analysis, and hazard abatement, equipping them with the skills to maintain a safe working environment.



OUR Environmental Health & Safety (EH&S)

team developed a comprehensive hazard abatement program known as Job Safety Analysis (JSA). This program identifies and evaluates potential risks associated with specific job tasks or processes, ensuring tasks are completed safely by identifying hazards before they cause harm. By integrating safety and health principles into job operations and examining all aspects of job-related tasks, we implement effective safety measures to prevent accidents, reinforcing our commitment to a culture of safety.

SAFETY DATA PERFORMANCE

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

Our agriculture division proudly participates in the annual Ventura County Fair. At the fair, we host a Calavo booth where we showcase our best practices, emphasize the importance of healthy choices, and encourage young people to get involved in agriculture. This event serves as a platform to educate the public about sustainable farming practices and to inspire the next generation of agricultural leaders.

Our Santa Paula locations have actively participated in the Corporate Games for the county, an event that promotes both team building and community engagement. By taking part in these games, our teams not only enhance their camaraderie but also contribute to a sense of unity and collective achievement within the community.



Through these activities and more, Calavo is dedicated to making a positive impact on the communities we serve, fostering a spirit of collaboration and mutual support that aligns with our overall mission of sustainability and social responsibility.

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, non-GMO products and products with specific sustainable agriculture practices.

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.

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

YEAR	# OF RECALLS	VOLUME METRIC TONS
2022	0	0
2023	0	0

APPROACH TO NUTRITION

We define “healthy products” as containing no added sugar or preservatives. In 2023, 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.



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, organic and non- GMO products in a number of areas.

PERCENTAGE OF SALES ASSOCIATED WITH SPECIALTY SUSTAINABILITY ITEMS

	2022	2023
Fair Trade	11.2	14.6
Organic	6.7	8.8
Non-GMO	0.8	0.8

Many fruits and vegetables, including tomatoes and avocados, do not have a commercial GMO version. The table above reflects the amount of Calavo's product sales with non-GMO labeling, not all products without the use of GMOs.

While our Fair Trade volume is small, we aim to grow it alongside our customers' needs. In 2023, our Fair Trade sales generated **\$6,198,609 MXN** in premium funds for the local community, allowing us to support important projects that meet identified needs around health, education and environmental priorities. Since 2013, Calavo's Fair Trade premium has generated **\$3 million** for local communities.

OBJECTIVE	PROJECT	SUMMARY	NEEDS ADDRESSED	IMPACT
Provide preven- tive medical and psychological care	Health Management Center	Health services such as: physical rehabilitation, x-rays, 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	2,466 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	1,550 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	1,431 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	4,500 pine trees planted
Reduce visual disability	Visual Health Campaign	Ophthalmological care including an eye exam and, if necessary, glasses with the corresponding prescription	Lack of awareness of visual deficiency Prohibitive cost of eye care	1,210 vision screenings

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.



Sound Governance



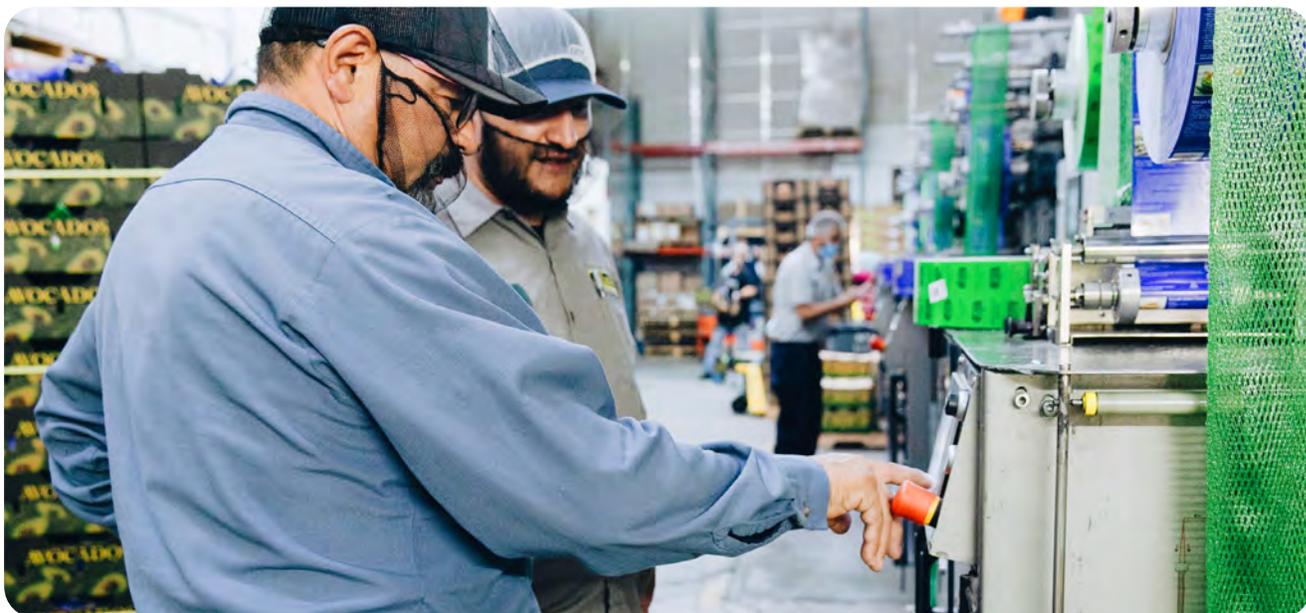
Calavo is committed to conducting its business honestly and ethically wherever we operate in the world, constantly improving the quality of our services, products and operations and maintaining a reputation for honesty, fairness, respect, responsibility, integrity, trust and sound business judgment.

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.



ESG Risk Management

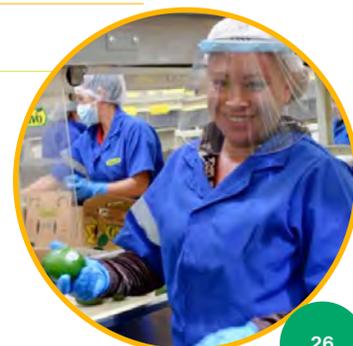
We continue to look at environmental, social and governance (ESG) issues to identify our current and emerging risks and opportunities. In particular:

- **Climate risk:** We recognize that as a food company reliant on agricultural production, we are especially vulnerable to physical risks associated with extreme weather events, warming temperatures, and precipitation pattern changes. Shifts in growing conditions may impact what raw agricultural products are available, when they are in season, and where they are grown. In the coming year, we will begin a more formalized approach to assessing our climate risks and their impact on our business strategy.
- **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 sixth annual sustainability report covering our performance during fiscal year 2023, November 1, 2022 - October 31, 2023.

Data for the prior fiscal year has 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

We have corrected our calculations for revenue related to GMO-labeled food on [page 31](#).

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 Calavo is moving towards more comprehensive reporting aligned with the SASB standard for the Processed Foods Industry. SASB indicators relevant to the Processed Foods Industry are summarized in the following tables.

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2022	2023
Energy Management	Total energy consumed (FB-PF-130a.1)	Gigajoules (GJ)	341,178	328,671
	Percentage grid electricity (FB-PF-130a.1)	Percent (%)	30	35
	Percentage renewable (FB-PF-130a.1)	Percent (%)	0	0
Water Management	Total water withdrawn (FB-PF-140a.1)	Thousand cubic meters (m ³)	72.6	75.6
	Percentage in regions with high or extremely high baseline water stress (FB-PF-140a.1)	Percent (%)	Not tracked	
	Percentage in regions with high or extremely high baseline water stress (FB-PF-140a.1)	Percent (%)	Not tracked	
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations (FB-PF-140a.2)	Number (#)	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 15	



TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2022	2023
Food Safety	Global Food Safety Initiative (GFSI) audit non-conformance rate (FB-PF-250a.1)	Rate	0	0
	Audit corrective action rate for major non-conformances (FB-PF-250a.1)	Percent (%)	N/A	N/A
	Audit corrective action rate for minor non-conformances (FB-PF-250a.1)	Percent (%)	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%
	Total number of notices of food safety violation received (FB-PF-250a.3)	Number (#)	0	0
	Percentage corrected (FB-PF-250a.3)	Percent (%)	N/A	N/A
	Number of recalls issued (FB-PF-250a.4)	Number (#)	0	0
	Total amount of food product recalled (FB-PF-250a.4)	Metric tons (t)	0	0



TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2022	2023
Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes (FB-PF-260a.1)	Million \$ USD	769	590
	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 22	
Product Labeling and Marketing	Percentage of advertising impressions made on children (FB-PF-270a.1)	Percent (%)	0	0
	Percentage of advertising impressions made on children promoting products that meet dietary guidelines (FB-PF-270a.1)	Percent (%)	N/A	N/A
	Product Labeling on Genetically Modified Organisms (GMOs) (FB-PF-270a.2)	Million \$ USD	17.7	15.5
	Non-GMO Label	Million \$ USD	6.2	4.58
	GMO Label	\$ USD	9.5	8.9
	Incidents of non-compliance with industry or regulatory labeling and/or marketing codes (FB- PF-270a.3)	Number (#)	0	0
	Monetary losses as a result of legal proceedings associated with labeling and/or marketing practices (FB-PF-270a.4)	\$ USD	0	0

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	2022	2023
Packaging Lifecycle Management	Total weight of packaging (FB-PF-410a.1)	Metric tons (t)	16,241	17,051
	Percentage made from recycled and/or renewable materials (FB-PF-410a.1)	Percent (%)	51	49
	Percentage recyclable, reusable, and/or compostable (FB-PF-410a.1)	Percent (%)	87	91
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle (FB-PF-410a.2)	Discussion and analysis	See page 24	
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 page 20	
Activity Metrics	Total production (FB-PF-000.A)	Metric tons (t)	227	209
	Production facilities (FB-PF-000.B)	Number (#)	8	8



ABOUT
CALAVO

SUSTAINABILITY
APPROACH

CLIMATE
ACTION

PEOPLE &
COMMUNITIES

SUSTAINABLE
AGRICULTURE

SOUND
GOVERNANCE

ABOUT THIS
REPORT


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