

The background of the entire page is a close-up photograph of various leafy greens. Some leaves are a deep, vibrant purple, while others are a bright, healthy green. The leaves are layered, creating a sense of depth and texture. The lighting is soft, highlighting the veins and edges of the leaves.

Amy's

**Recipe for Impact
2023**

Letter From Andy & Rachel

Dear Friends,

As founders of Amy’s Kitchen, we wanted to express our heartfelt appreciation for the trust you’ve placed in us over the years. From the humble beginnings of Amy’s in our small farmhouse kitchen back in 1987, our dedication to creating delicious foods has remained unwavering.

Looking back on our journey, we’re incredibly grateful for the growth we have achieved. With each new success, one thing has remained constant: our commitment to our core values and principles.

These values serve as the compass, guiding every decision. We’ve always embraced the belief that everyone deserves access to nourishing, organic meals crafted with the finest ingredients. It’s the foundation of our commitment to sustainability as we strive to protect Earth’s resources for future generations and make a positive impact on the communities we serve.

Amy’s Kitchen is more than a food company: it’s a movement toward a healthier, more conscious way of living. Our vision is to offer delicious and nutritious meals that are accessible to all, regardless of dietary

preferences or restrictions -- from vegan and gluten-free options to heart-healthy and allergen- friendly alternatives. Everyone should have a seat at the table.

Our journey has had challenges, but we have faced them head-on while staying true to ourselves. We owe our success to you, our incredible community of supporters, who have stood by us through thick and thin. Your trust and loyalty have been instrumental in our growth, and we’re committed to continuously earning it with every delicious bite.

As we look to the future, we remain devoted to providing you with the highest-quality organic meals that bring joy and satisfaction to your table. We’ll continue to push boundaries, explore new flavors, and champion sustainability and positive social impact. Together, we can build a healthier, more conscious world, one meal at a time.

Thank you for being a part of our extraordinary journey. We are grateful for your support.

With warmest regards,
Andy & Rachel





Introduction

At Amy's, we work to make it easy and enjoyable for everyone to eat well. We want you to be delighted not only through our culinary experience, but also through the integrity of our products. This requires us to go deeper: to understand our impact and optimize our choices for the benefit of our customers, employees, communities and the planet.

We aren't perfect, but we are deeply committed to continuous improvement. We are proud of the work of our people and teams which is reflected in notable achievements in our operational sustainability and our positive impact on communities and the world.

Monitoring and measuring are essential. Our intensive investments in custom monitoring tools have equipped us with day-to-day data for each of our facilities, enabling us to discern patterns in energy and water consumption, and monitor waste in materials and food.

But our motivation goes beyond just numbers. We are driven by an unwavering passion to improve, to foster a culture of innovation and to tackle the most daunting issues in our food system.

We hope you appreciate the insights we are sharing and eagerly await the upcoming chapters as we continue our progressive journey.



B Corp

Becoming a B Corp was a natural progression and expression of our values, with third party validation and increased transparency around the principles we hold dear.



To codify this, we have implemented a legal framework that enhances governance of our company and enables us to deliver benefits beyond mere profitability. This framework encompasses the following principles:

1. High-Quality Organic and Vegetarian Ingredients:

We always use premium organic and vegetarian ingredients in our food, prioritizing the wellbeing of individuals and the planet.

2. Deliciousness for All:

We are dedicated to offering something delightful to everyone, creating products that are affordable, accessible and cater to diverse dietary needs.

3. Caring for Each Other:

We foster a culture of care within our company, reflected in the policies we adopt, the way we treat one another at work, and our interactions with consumers and suppliers. We celebrate diversity, respect differing backgrounds and opinions, and consistently demonstrate kindness toward one another and the planet.

4. Doing Good, Doing Well:

We firmly believe in the concept of doing well by doing good. Our commitment to taking care of the planet is woven into every aspect of our operations, from responsibly sourcing ingredients to sustainable kitchen practices and eco-friendly packaging methods.





A Bold Approach to Crafting Our Food

Sustainability Starts with Real Food

While it might not seem interesting to know how sustainability is embedded into every recipe at Amy’s, in truth it greatly contributes to the taste, quality and nutritional profile of our dishes.

When most food companies develop a recipe, they start by consulting a flavor house. These companies manufacture natural and artificial flavors with the goal of enhancing the taste, aroma and overall sensory experience of products.

This scientific shortcut of combining natural and synthetic ingredients to mimic natural flavors so that companies can capitalize on the latest flavor trend is not what you would do in your own kitchen, and it’s certainly not what Amy’s does in ours, either.

The example of Amy’s red curry dish paints the picture. Our founders could have expedited the process by calling a flavor house and asking for formulas until they found something “good enough.” But from Andy and Rachel’s perspective, curries are an art that use simple ingredients prepared thoughtfully to yield a complex flavor.

Amy’s culinary team went to work, but after an initial recipe and taste test, they didn’t hit the mark. Even after five years the team was still striving. One of the hurdles was that many traditional Thai recipes use fish paste, which wouldn’t work in our vegetarian offerings.

Word had spread among Amy’s employees that the culinary crew was refining this curry. One of Amy’s employees from the food safety lab, who had grown up in his grandma’s restaurant in Thailand, stepped in. He called his grandmother to walk him through the steps for creating a vegetarian red curry that would capture the delicacy of each ingredient in a magical sauce.

And Grandma’s recipe didn’t use over-processed, synthetic ingredients or artificial flavors. It was made from scratch using whole dried chiles, that are soaked, destemmed and deseeded. She added coriander, lime leaves, garlic and onions with each ingredient prepared, mixed and puréed by hand.

After six years of hard work, we achieved success by adopting this approach. And we’re still preparing it in our kitchen just like it would be made at home.





The Well Being of Our People



Amy's believes that the people we employ deserve to reach their maximum potential in their professional lives and personal wellbeing. We've created programs that work for and with them, and the results speak for themselves.

Health Centers

A little over 10 years ago we looked at data from our health insurance provider and noted that a significant number of our people were using emergency rooms for medical services. They either didn't have a general practitioner to see on a regular basis or were having challenges accessing regular care. This is not atypical for people who have immigrated or otherwise have not had access to stable healthcare. We quickly realized that on-site Family Health Centers were non-negotiable.

Today, every person at our facilities across three states has access to a primary physician and nurse practitioner on site, and their families receive the same care. These health centers take a holistic approach to wellbeing, including education, preventive screenings and services, and mental health support.

Over the last decade we've seen the positive impact, with lower emergency room visits and hospitalizations, more preventive actions and a higher quality of wellbeing. The costs to Amy's per employee is over \$18,500 a year, but the benefits to our people are profound and priceless.

Scholarships

As young parents, Rachel and Andy envisioned their daughter having the opportunity to pursue higher education and recognized those dreams mirrored what their employees hoped for their own children.

In 1999, Amy's launched an employee scholarship program. Since its inception, it has awarded 1,500 scholarships totaling more than \$1.5 million. Amy's works to fuel the college dreams of our employees' children and create a more prosperous future for their families.

Professional Development

Amy's offers professional training to all employees, from English language courses to developing managerial skills. The investment in our people pays off, with over 150 supervisor promotions at our plants due to these programs.

\$18,500

Amy's contributes \$18,500 per employee per year to ensure our people have access to healthcare.

\$1.5 Million

\$1.5 Million in scholarships awarded to fuel college dreams.

150

Charting a sustainable career at Amy's: We've promoted 150 people to supervisors at our plants.



**Earth Activism
with Every Bite**

The challenges we face on this planet can seem immense, complex and daunting. Yet small acts can lead to a much bigger impact. The truth is, one person or a single company, acting alone, can't reverse climate change or halt the loss of biodiversity, but together we do create positive impact—sometimes one bite at a time.

The Benefits of Organic

Since inception, our commitment to organic ingredients has been steadfast, even predating the national standard of USDA certification. Our motivation stems from compelling evidence that organic practices benefit the environment, farmers, farmworkers and, ultimately, for you.

Today, Amy's actively promotes approximately 30,000 acres of organic agriculture, resulting in the production of over 100 million pounds of organic produce annually.

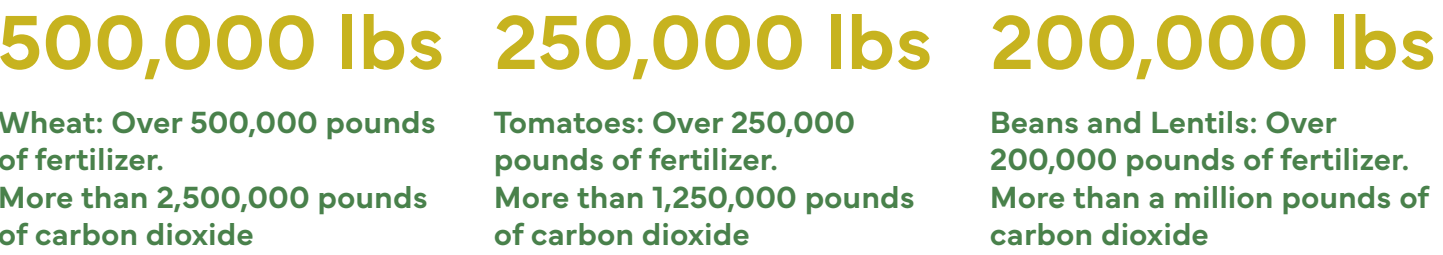
Our goal is to bolster the organic farming sector with purchasing power and advocacy through partnerships with organizations like the Organic Trade Association. We also invest in our farmers and supply chain to continually improve organic methods that foster soil health, preserve biodiversity, and eliminate the need for harmful and long-lasting pesticides.

Avoidance of Synthetic Fertilizers and Pesticides

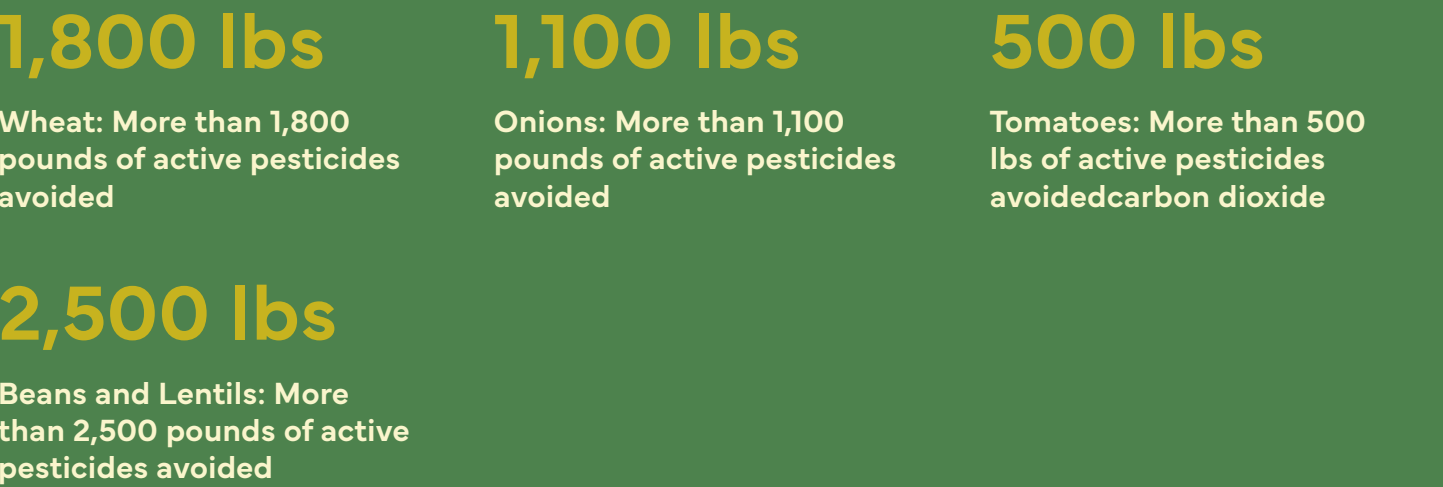
One of the core principles of organic farming is prohibition from using synthetic fertilizer and pesticides.

Synthetic nitrogen fertilizer, which has been prohibited in organic production, is accountable for almost 50% of agriculture's direct greenhouse gas emissions and an even larger portion of embedded emissions. It also poses a significant threat to the contamination of ground and surface water sources. By purchasing organic, we remove millions of pounds of petroleum-based fertilizer.

Here are some examples of organic crops that Amy's purchases. The figures illustrate the annual reduction in synthetic nitrogen usage and the resulting decrease in carbon dioxide emissions.



By buying organic, Amy's avoids using over 700 toxic and persistent chemicals that degrade water quality, damage terrestrial and marine habitats, kill non-target organisms, and pose health risks to farmers, farmworkers and their families.





The Benefits of Organic -Integrity & Sustainability

Integrity

The USDA organic certification meets the highest standard of eco-certification. Independent third-party inspectors audit and verify integrity, federal laws enforce and provide strong civil and criminal penalties for deviations, and the entire process provides full transparency from farm to table.

Sustainability, Regeneration and So Much More

Regenerative agriculture focuses on resource conservation and enhancement—working to improve soil, water, biodiversity and human systems season after season. It aims to regenerate the soil, increasing biodiversity, improving the water cycle and enhancing ecosystem services, such as carbon sequestration.

Organic farmers have a legal responsibility to preserve and enhance the environmental resources present in their agricultural lands, including soil, water sources, wetlands and habitats for wildlife.

Abstaining from harmful chemicals and ensuring the health of wildlife environments, organic farming bolsters biodiversity and offers protection to pollinators. These practices are written into an annual Organic System Plan.

Organic is the ONLY environmental label claim in the United States that legally requires third-party certification for such practices.

What are the Benefits?

30% Biodiversity

Organic farms can boost overall biodiversity by 30% and elevate pollinator diversity by as much as 50%.

50% Water Quality

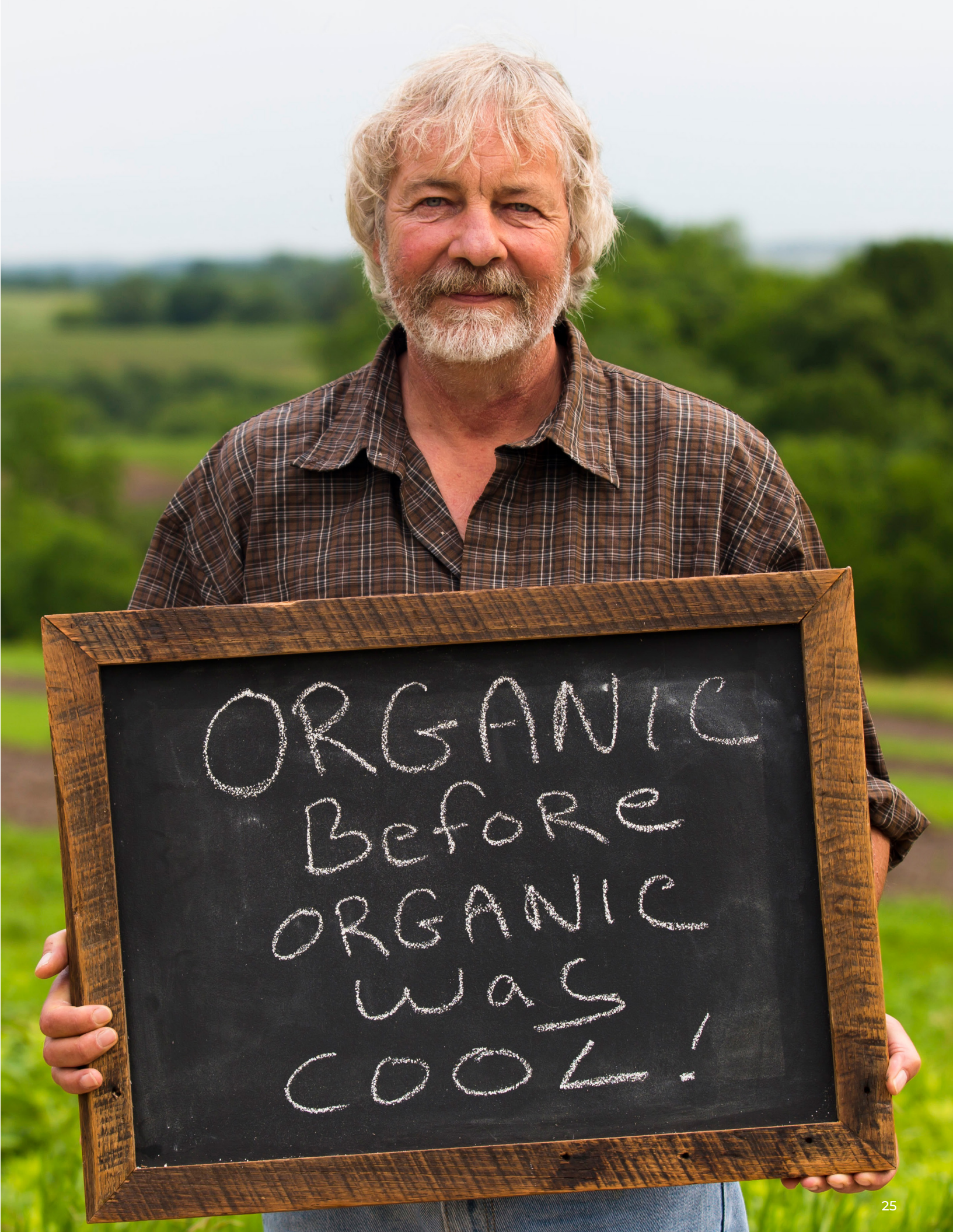
Organic farming reduces the leaching of nitrates into groundwater by as much as 50%. This improves both aquatic habitat and water quality for downstream communities.

40% Soil & Climate

Studies from Rodale Institute have shown that organic farming releases 40% fewer carbon emissions. Soil in organic systems captures 44% more stable sequestered carbon.

70% Nutrition

Organic produce has nearly 70% higher levels of antioxidants than conventional produce.





Organic Farmer Profiles



Amy's sources from a wide array and diversity of organic farmers across the world. One of our favorite ingredients is onions, a flavor base in many of our dishes. And nowhere in the world do they grow onions like they do in Oregon and Washington.

Columbia Basin Onion

Jason Cleaver is a fourth-generation farmer in the Columbia Basin of Oregon. It's a land of sandy and dry soil, but with ingenuity and irrigation from the mighty Columbia River, the team grows incredible onions. Jason approaches this hard landscape with cautious and careful management of the fragile natural resources on hand.

"We've got fewer tools in the toolbox compared to conventional farmers," he shared when discussing organic farming. "We use cow manure from our dairies for fertility, and three or four rotations between each crop of onions to improve soil health and give the soil a break." Corn, potatoes, carrots, hemp and alfalfa are some of the crops the farm uses to break disease, insect and weed pressure while also building soil health. But a little tech helps from time to time as well, with the farm using weed lasers that are efficient in burning down weeds with minimal energy costs and less tillage to disrupt the soil.

"In this area, you have to treat the soil good, or it's not going to be around," Jason says. And this matters as he's got two kids who want to be the fifth-generation stewards of the land. And after more than 15 years of buying organic onions from Jason, Amy's is grateful for his careful conservation and regeneration of this precious farmland.

Anderson Organics

Brian Anderson was a conventional farmer in the Columbia Basin of Washington who wasn't so sure about organic. But after receiving a contract to produce organic seeds in 2003, he piloted transitioning some of his land to organic. Twenty years later he's got 1,600 acres of certified organic land and is one of the larger Regenerative Organic Certified crop producers out there.

Speaking of his time as a conventional farmer and his full embrace of organic, Brian talks about how organic feeds his curiosity and drive for continuous improvement. But mostly, he talks about soil.

"With conventional, you put your hand in the dirt, but you don't feel the love. It doesn't have life." And in this arid land of sandy loam soil, microbial life and soil health matter. Decomposing cover crops slowly release fertility into the soil, feeding rotations of onions, shallots, wheat, spelt, asparagus and fresh peas. These rotations and cover crops, like mustards, triticale and Sudan grass, also improve soil architecture to hold more water, a precious commodity in an area with only 7-8 inches of annual rainfall.

Brian notes that while his organic yields are not as high as that of his conventional neighbors, his onions are often better quality. He points to storage as a prime example, noting that his organic onions last 20% longer in storage than when he grew conventional. This is incredibly important when looking at the climate impact of food waste and a food culture in which people want fresh onions year-round. Amy's is certainly thrilled to have a stable supply of onions that not only stores well but tastes delicious.

The Benefits of Plant Based



We are at a critical juncture for Earth, and the urgency to act cannot be overemphasized. Our resource consumption patterns are leading to environmental degradation, affecting our atmosphere, oceans and soil.

And yet by 2050 we will need to feed an additional 3 billion people while slashing greenhouse gas emissions by over 50% compared to our current levels.

U.S. diets historically have been reliant on animal-based proteins, but their production is highly resource-intensive, with a heavy impact on greenhouse gas emissions, pollutes water and damages marine ecosystems, and is far less efficient than their plant-based counterparts.

While there is no single solution in addressing this crisis, shifting to plant forward diets by eliminating or at least reducing consumption of meat is considered one of the most powerful steps an individual or family can take to personally address their impact on environmental quality. It can have more positive impact than driving an electric car or installing a home solar system.

Amy’s meals are 100% vegetarian, and 60% of our meals are fully plant based. Crafting our meals with a plant-forward focus allows you to make choices in how you can make a positive impact on the planet. For example:

4 billion

If we moved to plant-based diets, we could feed an additional 4 billion people with the land we have in use today—more than surpassing the amount of food we need for peak population growth in 2050.

9%

Amy’s veggie burger has a greenhouse gas footprint of only 9% of that of a beef burger. That means it would take 11 Amy’s burgers to equal the GHG emissions of 1 beef burger.

77%

Amy’s plant-based proteins emit 77% less CO2 than meat.

96%

The plant proteins we use also require less land, a whopping 96% less land than beef protein. That’s important for climate change, but also biodiversity, water use and protecting natural habitat, like rainforests.





Cooking Our Food

At Amy’s, we prepare our food with the same care and attention that you would in your own home kitchen, albeit on a larger scale. We require a significant amount of energy and water to craft meals from scratch. And like at your home, food and packaging waste present issues that must be carefully managed. We strive to minimize the environmental footprint of our operations by eliminating food waste, diverting waste from landfills, enhancing energy and water efficiency, investing in sustainable transportation for our ingredients and finished products, and embracing the use of renewable energy sources. Our strategy is diligent monitoring, precise measurement and effective mitigation, all with a strong focus on continuous improvement.

35%
Annual decrease in greenhouse GHG emissions at our facility in Santa Rosa, California.



Monitoring and Measurement

By implementing a comprehensive resource tracking system, Amy’s Kitchen diligently oversees energy, water and waste management across its facilities. With the utilization of hundreds of Key Performance Indicators at the site level, the company embraces a data-driven approach. This empowers us to continually reduce resource consumption and improve waste diversion efforts. We monitor consumption-based, production weighted energy, water, and waste metrics at all our sites to ensure we’re hitting efficiency benchmarks, identifying unintended changes in resource utilization, and understanding where we can make investments to continually improve our environmental performance.

Mitigation: Our GHG Footprint

When it comes to addressing climate change, we start with control of our direct emissions. Though we recognize that most of our emissions are embedded in our supply chain, we also acknowledge our limited ability to drive change among our thousands of suppliers (Scope 3 emissions).

Instead, we focus on what we can control (Scope 1 and 2 emissions). Amy’s Kitchen invests in pioneering renewable energy projects, always with a commitment to additionality (creating new tangible assets rather than buying credits or offsets), and a focus on driving the transformation of our energy system completely away from fossil fuels—not incrementalism. One Example:

- In collaboration with the California Energy Commission, Amy’s is nearing completion of a transformative CO2-based natural refrigerant project at our facility in Santa Rosa, Calif. Once complete in 2024, this project is expected to reduce site electricity consumption by 17% and decrease natural gas usage by 11%.
- In addition to high energy efficiency, waste heat recovery and thermal storage, the system eliminates the use of highly potent freon refrigeration gases which are thousands of times more potent than CO2.
- These improvements are expected to result in a 35% annual decrease in greenhouse gas (GHG) emissions at this facility.
- This public-private partnership provides a proof-of-concept to the industry that can be emulated by other food production plants in California and beyond.

In 2022 Amy’s joined a cohort of companies in a first-of-its-kind Power Purchase Agreement that will provide wind power for almost 30% of our operations. This “aggregated procurement” collaboration provides a pathway to effectively procure renewable electricity at scale which was not possible for most mid-sized companies until this model was developed. In fact, the group’s collective purchase will result in new renewable power which will avoid emissions equivalent to 458,000 vehicles for one year (6.5 billion miles of driving).



Waste

Landfill Diversion

Food is the largest contributor to U.S. landfills, accelerating climate change as it breaks down into methane. Our goal is to keep all waste material, particularly food scraps, out of the landfill. At our Santa Rosa facility we are closing in on that goal. We have significantly invested in equipment to better manage waste streams, staff training to improve waste segregation, and partnerships with more comprehensive off takers to divert previously landfill-bound materials. Through these efforts, we’ve sustained a waste diversion rate of 92% since 2022, while also saving approximately \$1.3 million annually on landfill and hauling costs.

92% since 1992

Amy’s waste diversion rate is 92% since 2022, saving about \$1.3 million annually on landfill and hauling costs.

Water Footprint

In collaboration with the City of Santa Rosa, Amy’s Kitchen implemented a successful Closed Loop Water Cooling Project, installing a recirculation system for kitchen kettle cooling water. This initiative saves approximately 12 million gallons of water per year, equivalent to a year’s worth of drinking water for 45,000 people. This project allowed the city water agency to obtain a reliable reduction in demand rather than sourcing new, more costly freshwater supply.

12 million

Gallons water per year saved: 12 Million

Packaging

Food is the largest contributor to U.S. landfills, accelerating climate change as it breaks down into methane. Our goal is to keep all waste material, particularly food scraps, out of the landfill. At our Santa Rosa facility we are closing in on that goal. We have significantly invested in equipment to better manage waste streams, staff training to improve waste segregation, and partnerships with more comprehensive off takers to divert previously landfill-bound materials. Through these efforts, we’ve sustained a waste diversion rate of 92% since 2022, while also saving approximately \$1.3 million annually on landfill and hauling costs.

2/3rds

2/3rds of Amy’s packaging is curbside recyclable

Today about two-thirds of our packaging is curbside-recyclable. Our sustainable fiber policy ensures that paper used in packaging comes from responsibly managed forests through certifications, like FSC (the Forest Stewardship Council) and SFI (the Sustainable Forest Initiative) (use logos in creative design).

That last third is an important focus area, where we’ve been testing innovative compostable bowls and films to replace the fossil-based, landfill-bound materials that are in the market today. We will continue innovating until we identify a solution that gets our food safely to consumers without increased spoilage or damage, because increasing food loss is an unacceptable tradeoff.

As we find sustainable solutions, we are committed to ensuring food safety, maintaining shelf life, and preserving the essential qualities of taste and texture. We’ve made great strides working with our suppliers in this rapidly evolving space -- and we’re committed to identifying the most sustainable packaging platform for all our products.



Thank you

Thank you for taking the time to understand the sustainable impact Amy's Kitchen is making today and our efforts to continuously improve. With your support and our commitment, we can continue to make a difference.

References

(USDA Organic Regulations 7 CFR Part 205)

Increase overall biodiversity by 30% and pollinator diversity by up to 50%. (Journal of Applied Ecology, "Land-use intensity and the effects of organic farming on biodiversity: a hierarchical meta-analysis," 2013).

Reduce nitrates released into groundwater by 50% (British Ecological Society, "Land-use intensity and the effects of organic farming on biodiversity: a hierarchical meta-analysis," 2013).

Produce healthier soils that contain 13% higher total organic matter and capture 44% more stable sequestered carbon (Science Direct, 2017. "Advances in Agronomy". Volume 146, Pages 1-35). on a larger scale.

Release 40% fewer carbon emissions. (Rodale Institute, "Farming Systems Trial 1981 – Present").

Produce: Higher anti-oxidants (British Journal of Nutrition, "Higher antioxidant and lower cadmium concentrations and lower incidence of pesticide residues in organically grown crops: a systematic literature review and meta-analyses," 2014).