

2024 Impact Update

At MegaFood, we hold ourselves accountable to responsible business practices. As a proud Certified B Corporation, we're committed to high standards of social and environmental performance. In 2024, we focused on integrating sustainable and sensible practices into every aspect of our business - from how we source, make, and deliver our products, to how we use our voice to advocate, how we give, and how we embed diversity into our business. Thank you for accompanying us on our journey and for holding businesses accountable to their social and environmental commitments. We recognize that we have a long way to go as a company and an industry but promise to prioritize and transparently communicate this imperative work!

KEY HIGHLIGHTS OF MEGAFOOD'S 2024 IMPACT

SOURCE

- Formed a Sustainable Sourcing Team and explored regenerative organic ingredients
- Improved [Code of Conduct](#)
- Continued to fund [regenerative research](#)
- Contributed to the Nutrient Density Alliance's first [White Paper](#)

DIVERSITY

- Followed One Step Closer's 10-step framework and JEDI Team is now tracking Key Performance Indicators (KPIs) across departments
- Executed 7 JEDI-related donations, hosted internal trainings, sent internal educational emails, and published a JEDI [statement](#) on the MegaFood website

MAKE

- Increased our output while decreasing emissions, purchased Native Renewable Energy Credits (RECs) to offset scope 2 emissions, and outlined scope 2 decarbonization pathways
- Began live measuring waste, conducted 5th annual waste audit, and the Operations Green Team introduced 9 new diversion streams (now composting nutrient dust)

GIVING

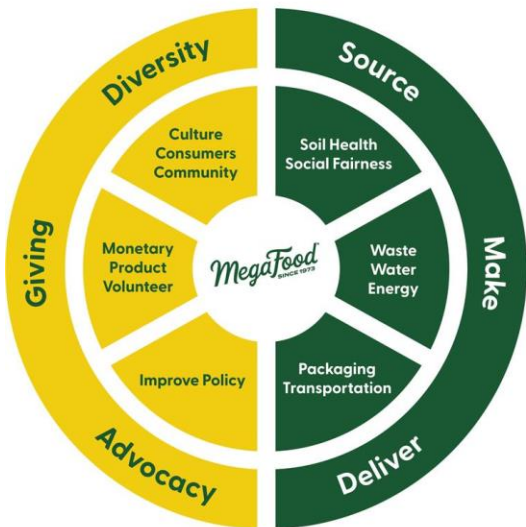
- [1% for the Planet](#) solidified our dedication to supporting environmental partners through financial contributions, product donations, and paid employee volunteerism
- Our 4 main partners support farmers & soil health and women & women's health (National Young Farmers Coalition, Soil Carbon Accrual Project, Vitamin Angels & Women's Earth Alliance)

DELIVER

- Eliminated largest bottle, reducing ~53k lbs. of glass and 5k lbs. of rayon/ year
- Moved away from virgin plastic labels to predominately post-consumer recycled paper and added the How2Recycle logo
- Launched plant-based omega and shelf-stable probiotics which have reduced environmental impact when compared to market comparisons
- Utilized 100% EPA SmartWay Partners for transportation

ADVOCACY

- Shared Kiss the Ground's Regenerate America's Petition signed by over 30,000 advocates and delivered to D.C.
- Signed on to 15 different letters supporting environmental and social causes as we believe in using our voice to improve policy



OUR PROGRESS BY NUMBERS

	2023	2024
B Corp Score	81.8 (2022)	Recertify every 3 years
Donations (million dollars) ¹	\$1.2	\$1.3
Volunteer hours	335	792
Employees self-identified as BIPOC+	27%	27%
% of products that contain organic ingredients	87%	83%
Scope 1 emissions (MTCO2e) ²	1,024	989
Scope 2 emissions (MTCO2e location-based) ³	386	358
Scope 3 emissions (MTCO2e)	10,296 (2022)	Recalculating every 3 years
Waste diversion	36%	43%
Water consumption (million gallons) ⁴	4.8	4.1
Recovered plastic waste (lbs.) - RePurpose Global	~239,000	~194,000

¹ Donations include all contributions to 501c3s (financial contributions, product donations, and all paid employee volunteer time).
² We restated 2023 Scope 1 emissions to account for propane use on site. 2024 includes emissions associated with manufacturing for a sister brand, which totaled about 20MT or 2% of 2024 Scope 1 emissions.
³ We restated 2023 Scope 2 emissions, adding in emissions associated with a meter that was excluded in calculations last year. 2024 includes emissions associated with manufacturing for a sister brand, which totaled about 7MT or 2% of 2024 Scope 2 emissions.
⁴ 2023 data shows a slight increase from our 2023 Impact Update as 2 missing months of data were included. For 2024, November and December usage was estimated based on previous year's usage as data will not be available by the utility until April 2025.