



Golden State Foods 2024 Impact Report



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Executive Letters

Letter from our CEO

Dear Stakeholders,

At GSF, our Creed and Values serve as our compass, guiding every aspect of our business, from customer success to corporate citizenship—and everything in between. We demonstrate our commitment to both people and the planet in how we develop, deliver, and continuously improve our products, services, and workplace experiences for all associates across our global teams.

More than just aspirational statements, we put our values-focused culture into action every day in pursuing our top priorities—people, quality, safety, social responsibility, financial stability, growth, and innovation. Informing every facet of our impact priorities, these cultural pillars help us stay focused on both responsible and meaningful progress. This long-term approach underscores our dedication to making a positive difference in the world, while continually striving for excellence in all that we do.

In this year’s report, we’re introducing a strategic reframing of our priority areas, aligning them more closely with our evolving business strategy. Our renewed focus encompasses these critical areas:

- People & Communities
- Environment & Sustainability
- Products & Services

We firmly believe that impact means much more than just a philanthropic endeavor. It’s a core component of our business performance and creates value for all stakeholders. Most importantly, we understand that continued collaboration and robust partnerships significantly advance our impact goals, when we act together in alignment and harmony for the collective good.

Thank you to our valued associates, customers, vendors, community partners, and industry

collaborators, whose dedication and support make our shared ambitions possible. We are steadfast in our commitment to our ongoing pursuit of a sustainable and prosperous future for all.

Respectfully,



Brian Dick
President and Chief Executive Officer
Golden State Foods



Executive Letters

Letter from our CAO

Dear Stakeholders,

Our pursuit of positive impact has accelerated this past year, as we've transformed our company Values and commitments into concrete actions. Significantly shaping our Materiality Assessment, we engaged more deeply with stakeholders and gained valuable input from our associates, customers, and industry partners. Notably, growing customer engagement around our impact areas has reinforced our shared dedication to responsible business.

In 2024, we achieved many key milestones. We strengthened associate safety programs and governance, and the GSF Foundation continued its meaningful community support. We also advanced our emissions reduction efforts, initiated on-site renewable energy projects, and forged climate

action partnerships to collectively lower our environmental impact. Additionally, we enhanced quality control, improved our food safety and quality programs, and optimized our delivery fleet through digital route transformation, boosting efficiency and communication. Though complex, these important initiatives have demonstrated inspiring momentum for our long-term commitments.

Looking ahead, our focus on continuous learning and improvement will endure. As we diligently work towards our science-based targets, we will continue transparent public reporting annually. Our investment in new impact tools, programs, and strategies reflects our dedication to maximizing our positive contribution and supporting the collective efforts of our incredible teams around the world.

We understand that true progress is a collaborative venture, and we welcome ongoing dialogue and partnerships, recognizing that we cannot achieve our ambitious goals alone.

Sincerely,



John Page
Corporate Executive Vice President and
Chief Administrative Officer
Golden State Foods



Creed & Values

At Golden State Foods, our Creed and Values are the foundation of everything we do. They are more than words—they guide how we live, work, and lead with integrity. They shape how we operate, encouraging associates to deliver excellence while making a positive impact on our customers, communities, and one another.

Our Creed

We believe in God and the dignity of all people.

We believe that people should be treated as we would like to be treated, and this applies to all our associates, their families, our customers, and suppliers, and to all others with whom we do business.

We believe that successful independent business is the backbone of nations, that our success is dependent upon the success of our customers, and that only by working together can the ultimate success of all partners be assured.

We, therefore, dedicate ourselves to work for our mutual success and pledge our best efforts always toward the attainment of our common goals.

Our Values

- Treat others like you want to be treated.
- Make the best product.
- Give the customer a fair deal.
- Maintain the highest standards.




About GSF


Golden State Foods LLC is one of the largest diversified suppliers to the foodservice industry. Headquartered in Irvine, California, the multi-national company is values-based with proven performance in superior quality, innovation, and customer service.

Established in 1947, GSF currently services 200+ leading brands (125,000+ restaurants/stores in more than 50 countries) from its 50 locations.


Its core businesses include: processing and distribution of liquid products, protein, produce, dairy and other services. Golden State Foods also operates a national non-profit organization, the GSF Foundation.




Liquid Products




Dairy & Beverages



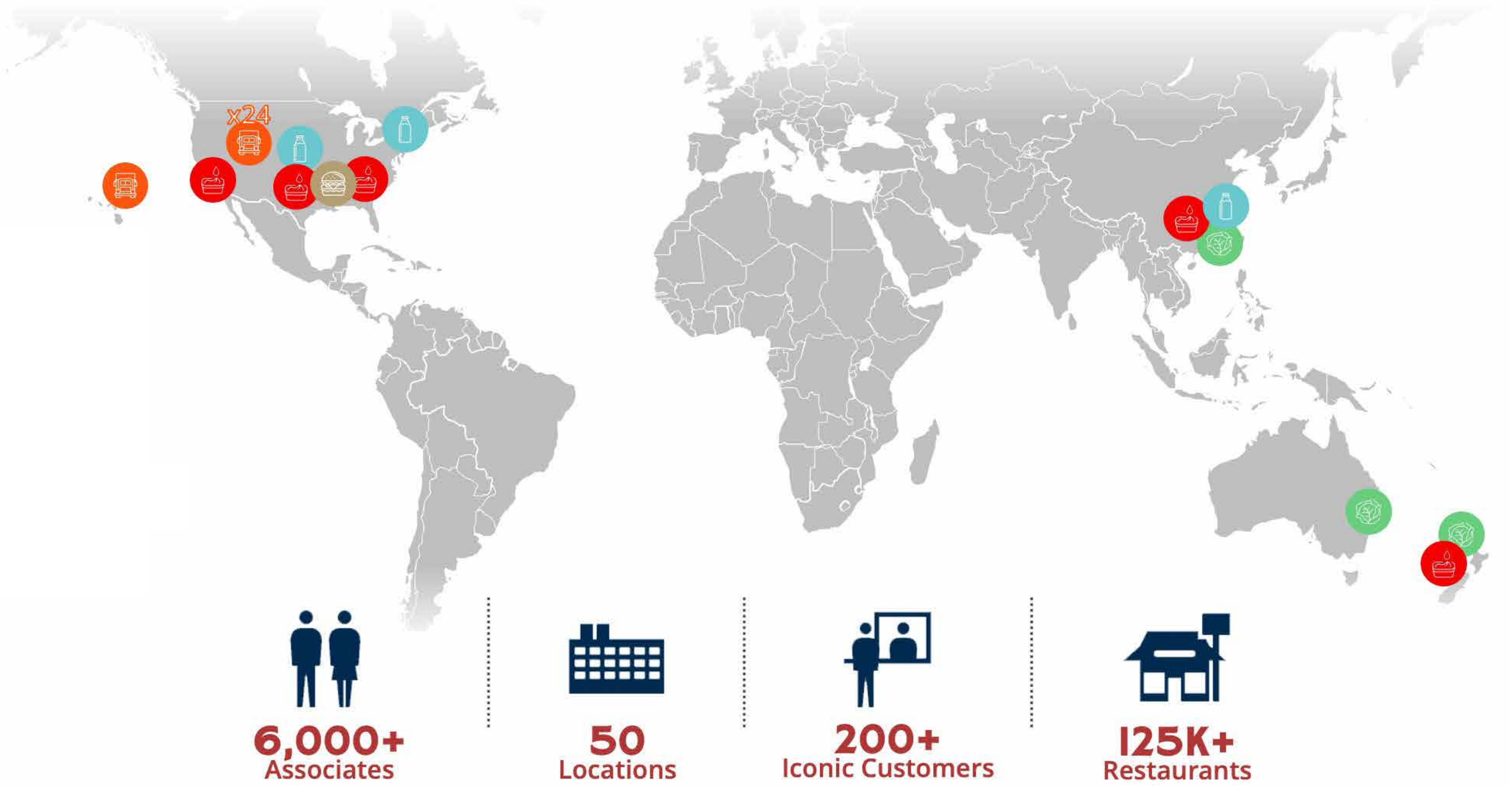
Produce



Logistics

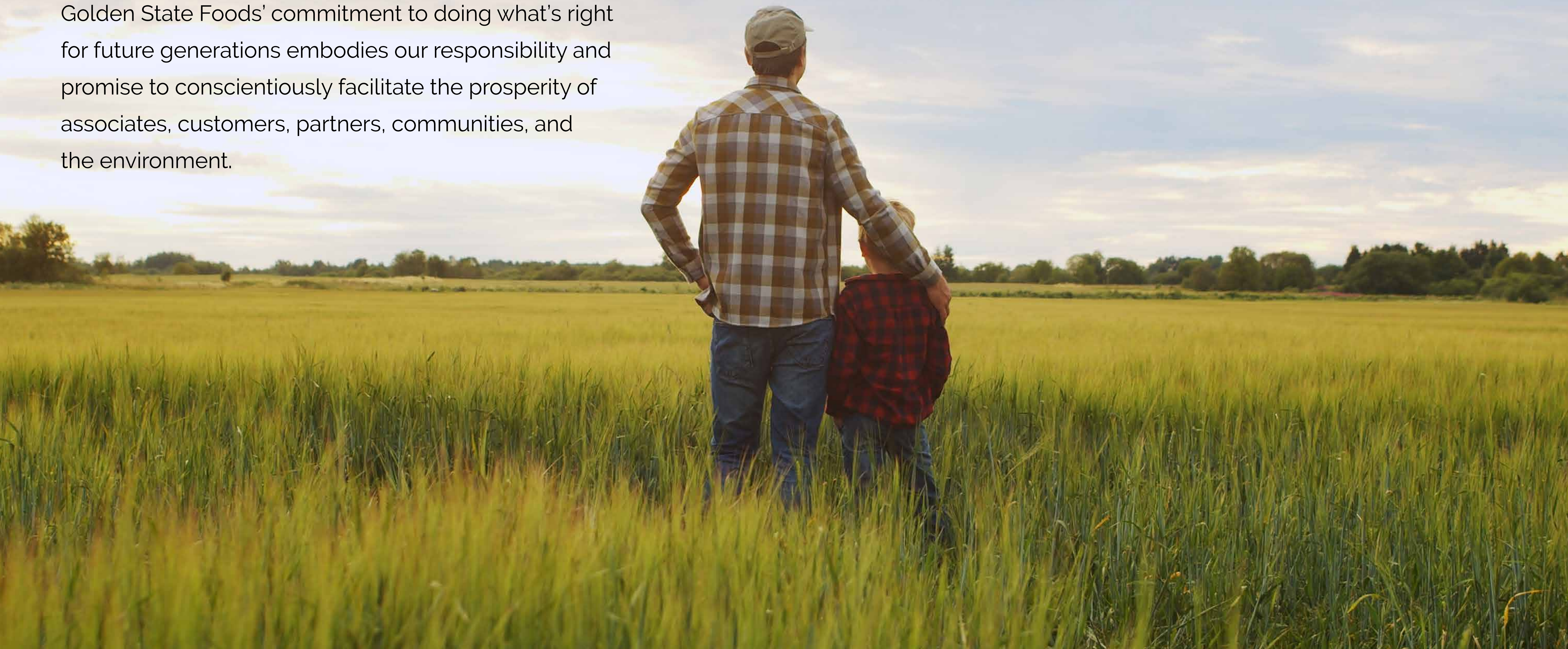


Protein Products



Sustainability Vision Statement

Golden State Foods' commitment to doing what's right for future generations embodies our responsibility and promise to conscientiously facilitate the prosperity of associates, customers, partners, communities, and the environment.



2024 Report Overview

At Golden State Foods, creating positive impact is part of how we do business.

The FY2024 Impact Report reflects our progress and performance in 2024, highlighting the ways we continue to uphold our Values, support our associates and communities, reduce our environmental footprint, and deliver trusted products and services. Through transparency and accountability, we aim to demonstrate our lasting commitment to responsible growth. We invite our stakeholders to explore this report to better understand our ongoing programs and efforts.

Our Approach

Golden State Foods is guided by a values-driven approach to impact. Rooted in our Creed and Values, we prioritize integrity, respect, and service—principles that continue to shape how we operate, care for people, and contribute to a more sustainable future. These values are foundational to our culture and guide our focus across three core priorities:



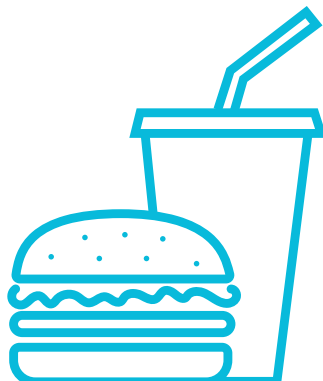
People & Communities

We invest in our people and partner with communities to promote equity, well-being, and long-term resilience.



Environment & Sustainability

We prioritize climate action and resource efficiency to reduce our environmental impact and create shared value across the business.



Products & Services

We create solutions that help our customers succeed—delivering value while supporting a more sustainable world.



United Nations Sustainable Development Goals

Golden State Foods supports the United Nations Sustainable Development Goals (SDGs)—a global framework of 17 goals aimed at addressing the world’s most urgent challenges by 2030. These goals promote shared prosperity and environmental protection, with a focus on issues like poverty, climate action, and equitable access to opportunity. Aspects of our strategy and operations are aligned with the SDGs, contributing to a more sustainable and inclusive future.

While we structure our reporting around these areas, we continue to use the Environmental, Social, and Governance (ESG) framework to inform our impact strategy and reporting practice. Together, these commitments form a unified strategy that aligns our operations with long-term value creation and growth.

2024 Report Highlights


80% 
of GSF associates donated
to the GSF Foundation

12,590
volunteer hours
logged by associates

Record-setting
GSF Foundation associate
giving campaign raised
\$846,900

Associates increased learning
courses completed by
30% year
over
year

Launched
**solar-powered
microgrid project**
at QCD Los Angeles


**Expanded shore
power to 88%
of QCD facilities**
(electricity to power refrigerated trailers vs.
conventional diesel)

Launched collaborative
**beef sustainability
projects**
to reduce greenhouse gas
emissions across value chain

10,200+
metric tons CO₂e avoided
via renewable diesel and electric
trucks across QCD fleet

Honored with
2024 Global Food
Safety & Quality Award
from McDonald's

**Global Food, Safety,
Quality and Regulatory
(FSQR) Summit**
held with GSF leaders across
three countries

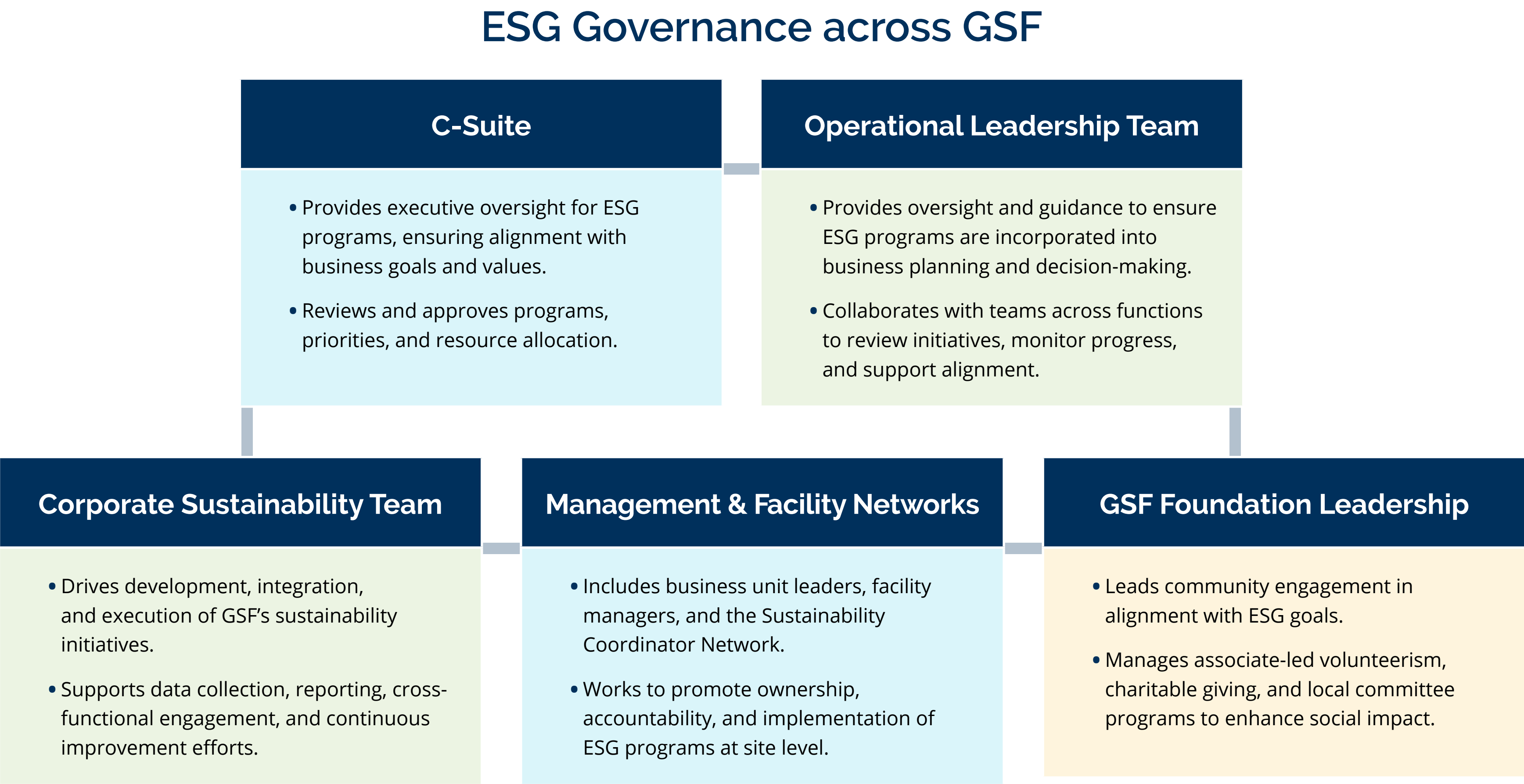
All QCD facilities received
96% or more
on IFS (International Featured
Standards) certification audits

 **75 new products
launched**
and 2,255 product
prototypes created

Governance Structure

Our adoption of the ESG framework alongside our Impact Priorities enables Golden State Foods to proactively manage environmental and social risks, support associate well-being, and uphold strong ethical standards across our operations.

ESG governance is embedded across all levels of the organization, with direct engagement from the C-suite and General Counsel. Our functional support groups—including Global Strategic Sourcing; Sustainability; Food Safety, Quality and Regulatory; Environmental Health and Safety; Legal; and Risk Management—report to the Chief Administrative Officer to ensure cross-functional coordination and oversight. Business units and facilities are further supported by dedicated leadership networks to drive consistent companywide accountability and implementation.



Materiality & Risk

Identifying priority issues through regular materiality assessments and managing enterprise risks are both key to maintaining GSF's long-term resilience and performance.

While our materiality assessment captures the ESG topics most relevant to our stakeholders and strategic goals, our Enterprise Risk Management program evaluates and addresses potential risks across the full scope of our operations. Together, these efforts ensure we remain focused, informed, and prepared to navigate an evolving business landscape.

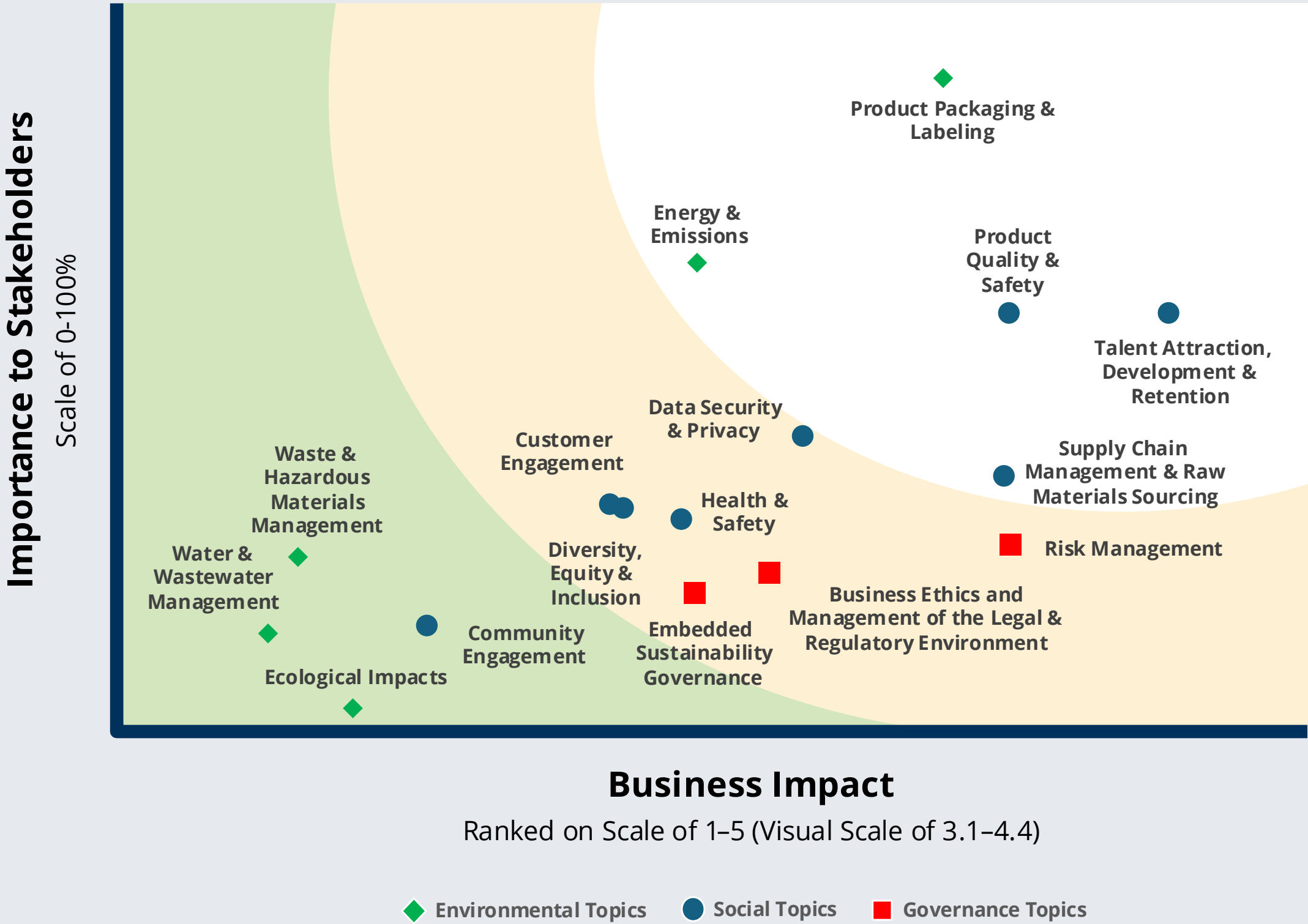
Materiality Assessment

Golden State Foods conducts a materiality assessment every three to five years to identify the environmental, social, and governance topics most relevant to our business and stakeholders. The process includes research and interviews with internal and external stakeholders—including customers, associates, suppliers, and industry experts—to ensure a wide range of perspectives are represented. Our most recent assessment, completed between 2023 and early 2024, builds on the previous one conducted in 2019. These insights help shape our impact strategy, prioritize resources, and ensure our initiatives focus on the areas of greatest importance and potential impact.

Enterprise Risk Management

Effective risk management supports our commitment to operational excellence, which is essential to maintaining the integrity of our business and the trust of our stakeholders. Our Enterprise Risk Management (ERM) program enables us to proactively identify and manage risks across all facets of the business, from supply chain continuity and regulatory compliance to social responsibility. Supported by a high-performing team, our program includes standardized incident reporting, proactive claims and loss prevention, and continuous monitoring of internal and external risks. Through practical, cost-effective strategies and data-driven insights, we work to protect company assets, minimize liability, and strengthen business resilience across the enterprise.

2024 Materiality Assessment Results



Corporate Ethics & Compliance

Every associate plays a role in upholding the company's Values, which we reinforce through leadership engagement, daily practices, and a shared commitment to integrity.

Our Code of Conduct outlines clear expectations for ethical and lawful behavior across the organization. As a global enterprise, GSF is accountable for maintaining compliance with all applicable laws, regulations, and internal policies—including those related to anti-corruption, food safety, labor practices, and international trade. We implement enterprise-wide training, auditing, and oversight mechanisms to ensure consistent adherence across all facilities and functions. These systems help us manage risk, protect our reputation, and reinforce a culture of integrity that is foundational to long-term business success.

Data Privacy and Security

At Golden State Foods, protecting the confidentiality, integrity, and availability of information is essential to maintaining trust and supporting innovation. Our IT team implements robust security measures to safeguard sensitive data against evolving cyber threats, while also enabling digital transformation through technologies like cloud computing, automation, and data analytics. We promote a culture of shared responsibility by providing regular training and awareness programs, ensuring associates understand the importance of data privacy and are equipped to manage information securely across the enterprise.



People & Communities

At Golden State Foods, our people-first culture is at the heart of how we operate. We believe our associates, customers, and communities are the foundation of our success, and their well-being, growth, and satisfaction drive how we do business.



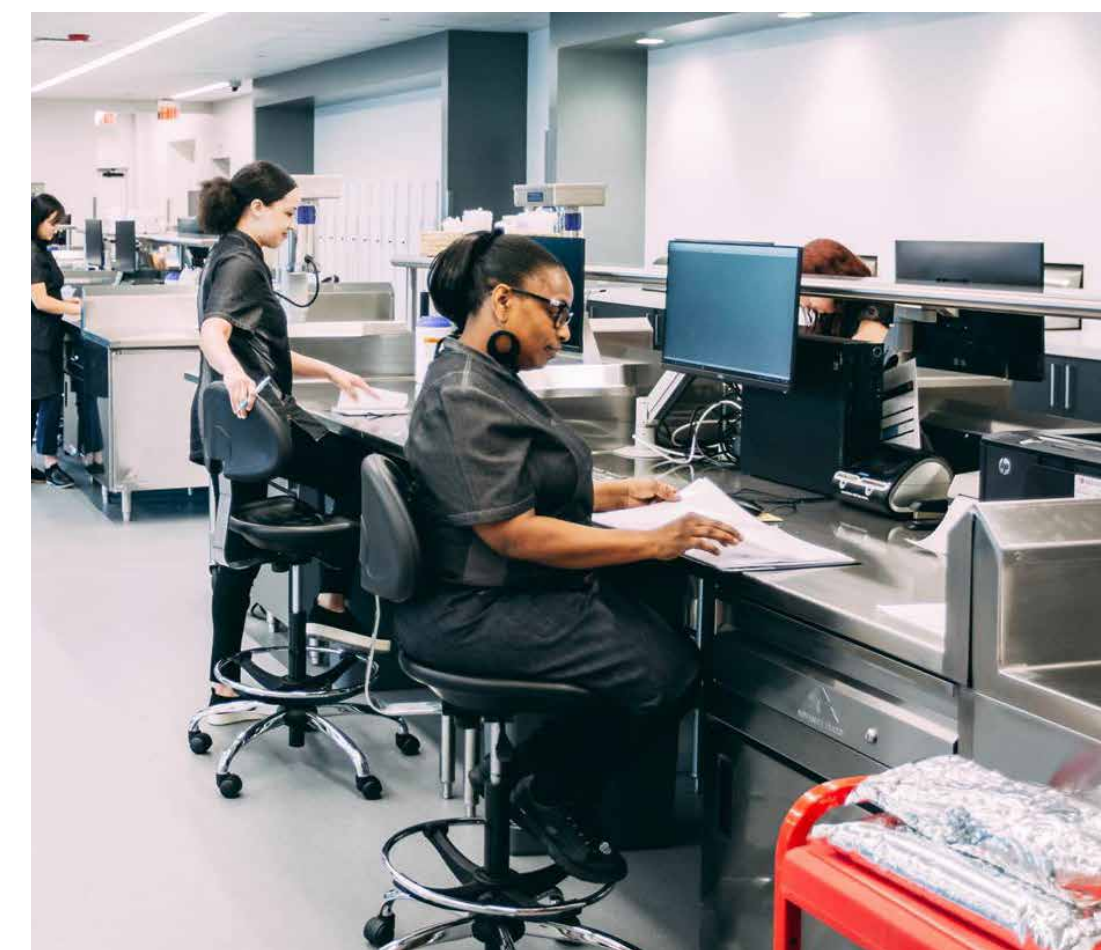
Our People-First Culture



Across our operations, we strive to cultivate a workplace culture where all individuals feel respected, valued, and connected.

This strong sense of belonging inspires associates to build lasting careers with GSF—often spanning decades—driven by meaningful relationships, shared purpose, and a deep commitment to our mission.

Our people-first approach shapes our socially responsible hiring practices and associate policies that champion growth and opportunity at every stage of the employment experience. We continuously work to create a respectful workplace—fostering an environment that embraces all perspectives and where all associates have the opportunity to grow and succeed.



Associate Development

At Golden State Foods, we believe that fostering associate growth sustains our strong, values-driven organization.

Our approach to development emphasizes structured career pathing, supported by robust learning and development programs—from comprehensive onboarding to ongoing upskilling and targeted leadership training. These efforts are reinforced by a transparent performance review process that empowers every associate to pursue their career goals. By investing in talent at every stage—from recruitment to succession planning—we aim to create opportunities for social mobility and long-term success, cultivating a skilled, motivated, and resilient workforce that is aligned with our Values.



GSF University

- In-house leadership development programs
- Includes online courses and instructor-led training at GSF facilities
- 461 unique courses completed in 2024 (30% more than 2023)



Leadership Programs

- Continued delivery of LEAD 101, a foundational program focused on building leadership capability, trust, and effective communication
- Ongoing analysis of leadership masteries across different levels to identify key development needs
- Cultivation of targeted future content to support leaders at all stages of their growth journey



Education Assistance & Scholarship Program

Financial assistance for associates and their family members pursuing education at accredited institutions

- \$44,000 in scholarships to 73 associates and family members (2024-2025 program)
- 30 years of supporting higher education through the GSF Scholarship Program
- Nearly \$550,000 contributed to tuition, books, and supplies since inception

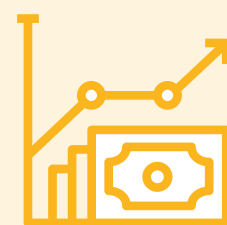
\$44,000
in scholarships to
73 associates and
family members

Associate Wellbeing

Golden State Foods' comprehensive Total Rewards program includes a wide range of benefits such as wellness initiatives, financial resources, and an array of insurance options to help associates and their families thrive—both at work and at home.



Comprehensive Health Insurance Plans



Modernized Tools



Employee Assistance Programs



“Every associate has the opportunity to help propel our company's future to new heights through our Associate Experience Survey. With their input, we are continuously adapting our workplaces to make them better for everyone, every year.”

— *Everton Harris, GSF Corporate Senior Vice President and Chief Human Resources Officer*

Associate Engagement

In parallel, we foster a strong culture of engagement through regular communications, local events, milestone celebrations, and company-wide initiatives. From wellness activities and team-building experiences to Associate Appreciation Week and site-specific celebrations, these efforts build connections and help associates feel valued.

Plus, the results from our annual Associate Experience Survey, which achieved a 96 percent response rate in 2024, help guide action planning and continuous improvement to strengthen the associate experience across all locations.

These collective efforts contributed to Golden State Foods being named one of *TIME* and Statista's 2024 World's Best Companies. Recognized for excellence in employee satisfaction, revenue growth, and sustainability, this achievement reflects the dedication of our associates and the strength of our people-first culture.



96% Response Rate



Workplace Health & Safety

We maintain safety as a core priority across all locations through a global standardized approach. Our goal is to foster a world-class safety culture where every associate feels empowered and equipped to work safely each day.

Guided by our global “As One” Safety Council, we drive continuous improvement through shared best practices, structured oversight, and active stakeholder engagement. In 2024, we bolstered our workplace safety governance with deeper cross-functional engagement on safety, including monthly leadership calls to discuss progress and upcoming initiatives, as well as facility-wide Environmental, Health, and Safety (EHS) calls to identify challenges and share best practices across sites.

With support from safety experts and local teams, we ensure that safety remains deeply embedded in our daily operations—because caring for our people means putting their safety first.



Safety Programs

GSF’s safety programs go beyond compliance, driving continuous improvement and associate engagement through a holistic, data-informed approach. Each facility undergoes annual corporate compliance and risk assessments, and all associates operate under our universal Safety Vision and Safety Pledge.

Key initiatives include standardized Hazard Recognition and Behavior-Based Safety (BBS) programs, which support consistent incident investigations and corrective action plans. Comprehensive EHS assessments—covering areas from leadership commitment to sustainability—are conducted annually across all domestic business units, helping identify focus areas and drive local improvements.

Advancing Safety with Digital Tools

In 2024, we expanded the use of digital tools to enhance visibility and accountability across our workplace safety efforts. A newly developed centralized scorecard now tracks safety performance across all sites, enabling more consistent measurement and data-driven decision-making. Additionally, we transitioned to a new driver safety platform to promote safe practices

22% year-over-year improvement in safety TRIR

Total recordable incident rates (TRIR) is a key metric used to ensure our safety initiatives are trending favorably



across our fleet operations, achieving 95% monthly compliance. These tools are helping to streamline performance tracking and reinforce a culture of continuous safety improvement across our organization.

NSC Awards

The following five distribution and manufacturing facilities earned 2024 Occupational Excellence Achievement Awards from the National Safety Council (NSC):

- GSF City of Industry, California
- GSF Opelika, Alabama
- QCD Charlotte, North Carolina
- QCD Orlando, Florida
- QCD Phoenix, Arizona



The award recognizes organizations with injury and illness records better than or equal to 50% of the Bureau of Labor Statistics (BLS) for their North American Industry Classification System (NAICS) code.



Community Engagement

GSF Foundation

The GSF Foundation is a nonprofit organization dedicated to improving the quality of life of children and families in need in the communities where Golden State Foods associates live and work. Established in 2002, the Foundation is funded and operated by GSF associate volunteers, with support from business and community partners.

Through 33 local committees across the U.S., the Foundation channels associate-led fundraising, grantmaking, and service into meaningful support for hundreds of charities, schools, and nonprofits. Associates take the lead in nominating organizations, directing grant funds, and organizing service events, enabling highly localized and impactful giving. By empowering associates to lead and serve, the GSF Foundation continues to deliver hope, help, and lasting change in the communities GSF calls home.



**Foundation
activity in
2024**

12,590
volunteer hours

\$1.6 million
in community support provided
through programs & grants

**since
Foundation
inception**

315,800+
volunteer hours

\$60 million+
raised

80%

of GSF associates give to the
Foundation, one of the highest
associate participation rates among
corporate foundations

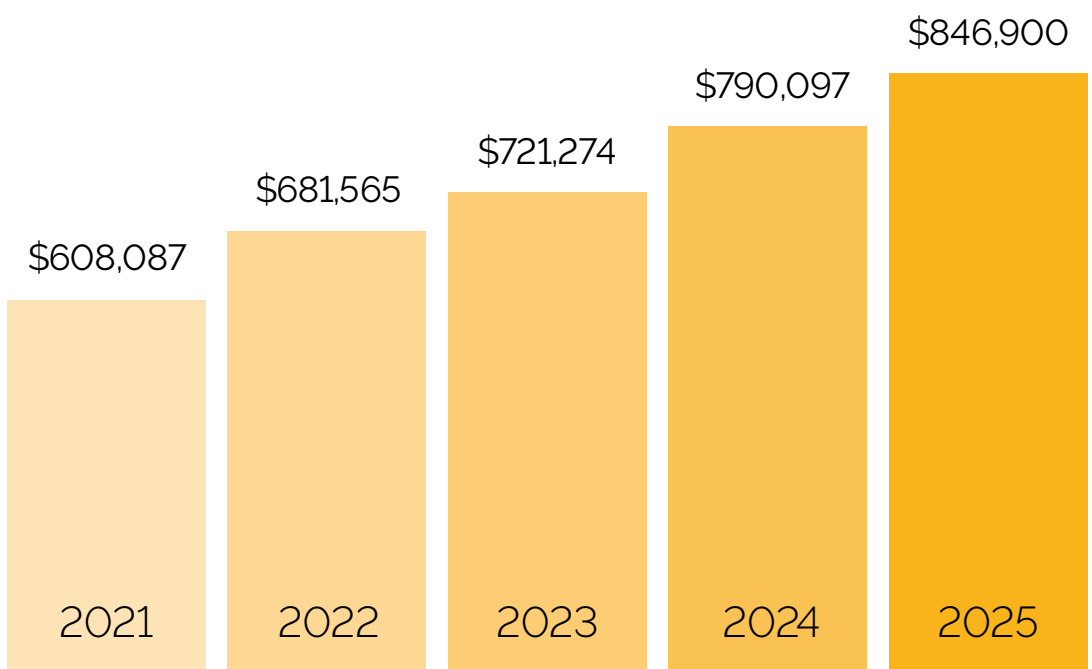
100%
of associate donations goes
directly to support those in need

Record Giving, Growing Impact

Annual GSF Foundation Associate Campaign Garners Record Results

In September, the GSF Foundation launched its annual Associate Campaign, with the theme Serving Together with Purpose, and raised a new record of nearly \$850,000 to support 2025 programs and grants.

Associate Campaign Results



The fundraising efforts for the 2025 campaign took place and were announced in 2024, but are designated for the 2025 year, as each year's campaign goes into effect the following year.

39% increase in donations since 2020

GSF Foundation Programs



Focus on Food

Supporting children and families facing food insecurity

Equivalent of 1.35 million meals
donated to food banks nationwide during 2024 Focus on Food month

Partnered with 40 food banks across the U.S.



Best Foot Forward

Providing new shoes to encourage physical fitness for children in need

3,500+ children helped in 2024

70% increase in donated shoes

35,000+ shoes donated since program inception



Coats for Kids

Offering new winter coats to children in need

450+ children received coats nationwide in 2024

6,700+ coats donated since program inception



Bike Build and Pedal to Perfection

Helping children build their own new bikes and encouraging student attendance rates with bicycles

560 bikes donated to children in need in 2024

10,000+ bikes donated since program inception



Back(pack) to School

Equipping underserved students with essential school supplies

15,000+ backpacks filled with school supplies donated in 2024

200,000+ backpacks donated since program inception

Supporting Communities in Need

Supporting the American Red Cross and the Y: LA Wildfire Recovery


In response to devastating wildfires in the Los Angeles area—home to GSF’s roots and two of our facilities—GSF, QCD, and the GSF Foundation supported recovery efforts through donations to the American Red Cross and YMCA of Metropolitan Los Angeles. QCD general managers nationwide also contributed by pooling funds from a warehouse incentive program, reinforcing our shared commitment to the communities we call home.


GSF Foundation and QCD Hurricane Relief Efforts


Following Hurricanes Helene and Milton, QCD Foundation teams in Charlotte, North Carolina and Orlando, Florida provided critical relief to affected communities. QCD Charlotte delivered supplies and supported Starbucks partners in Asheville, North Carolina and Augusta, Georgia, while organizing donation drives and contributing \$15,350 to MANNA FoodBank to aid in recovery. QCD Orlando mirrored this effort with a \$15,350 donation to Feeding Tampa Bay after engaging with local needs firsthand.

“On behalf of Ronald McDonald House Charities, we extend our sincere appreciation to Golden State Foods and its associates. From cooking nourishing meals for RMHC families to providing monetary donations, your continuous support of our mission will help provide essential services that remove barriers, strengthen families and promote healing when children need healthcare.”

— Katie Fitzgerald, Global President and Chief Executive Officer, RMHC

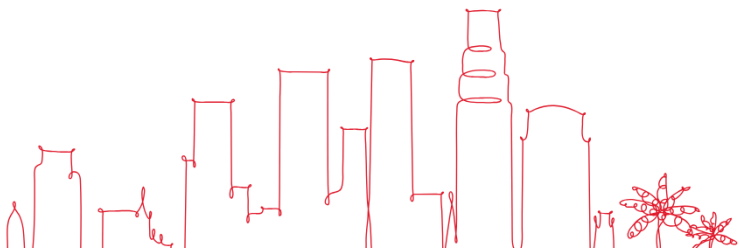

golden state foods
QCD
QUALITY CUSTOM DISTRIBUTION


American Red Cross


the Y

Supporting the wildfire relief efforts of the American Red Cross and the Y

#LAsStrong





GSF Foundation Congratulates Ronald McDonald House Charities on 50 Years of Keeping Families Close

In celebration of Ronald McDonald House Charities’ 50th anniversary, the GSF Foundation continued its long-standing support with a \$125,000 grant in 2024. Since 2002, the organization has contributed over \$7 million to RMHC, alongside decades of volunteerism serving more than 40 houses and camps.



Environment & Sustainability

As a global enterprise, we are strengthening our environmental efforts across our facilities, fleets, and supply chain partnerships. Although improving sustainability in the food supply chain is complex, we're tackling it head-on through innovation, collaboration, and coordinated action. For us, sustainability isn't optional—it's essential to creating long-term value for our associates, communities, customers, and the planet.



Sustainability Goals by 2030



Addressing today's most urgent environmental challenges requires a proactive approach to minimizing our ecological footprint.

We are committed to measurable progress through ambitious goals focused on reducing greenhouse gas emissions, conserving water, and minimizing waste.

B. FLAG vs Non-FLAG: To align with the Science Based Targets initiative (SBTi), our Scope 3 emissions are divided into FLAG (Forest, Land, and Agriculture) and non-FLAG categories. FLAG covers emissions from the land use and land management phases of a commodity, as well as carbon removals. Non-FLAG covers emissions from the processing or transportation of a commodity. This distinction supports more targeted strategies for reducing emissions across our value chain.



Climate

Reduce GHG emissions
across our global operations and supply chain

SCOPE 1 & 2 **42%**^A

SCOPE 3
30.3% **25%**
FLAG^B Non-FLAG^B



No deforestation

across primary deforestation-linked commodities in our supply chain

A. From a 2023 baseline year. C. From a 2018 baseline year.



Water

Reduce water use intensity
across all manufacturing sites

(water per unit of production)

30%^C



Waste

Achieve zero waste to landfill
across our global operations



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

In late 2024, we submitted our climate targets for validation by the Science Based Targets initiative (SBTi), ensuring our emissions reduction targets align with the latest climate science. As a result, our targets have since been updated (as seen above), reflecting our commitment to a more rigorous, credible path toward limiting global warming and driving meaningful impact through our operations and value chain.

Climate

Addressing climate impact across our operations requires a comprehensive approach—from reducing emissions at our facilities to improving fuel efficiency in our fleet and engaging suppliers throughout our value chain. By gaining a clear understanding of our footprint, we are taking steps to decarbonize and help shape a greener future.

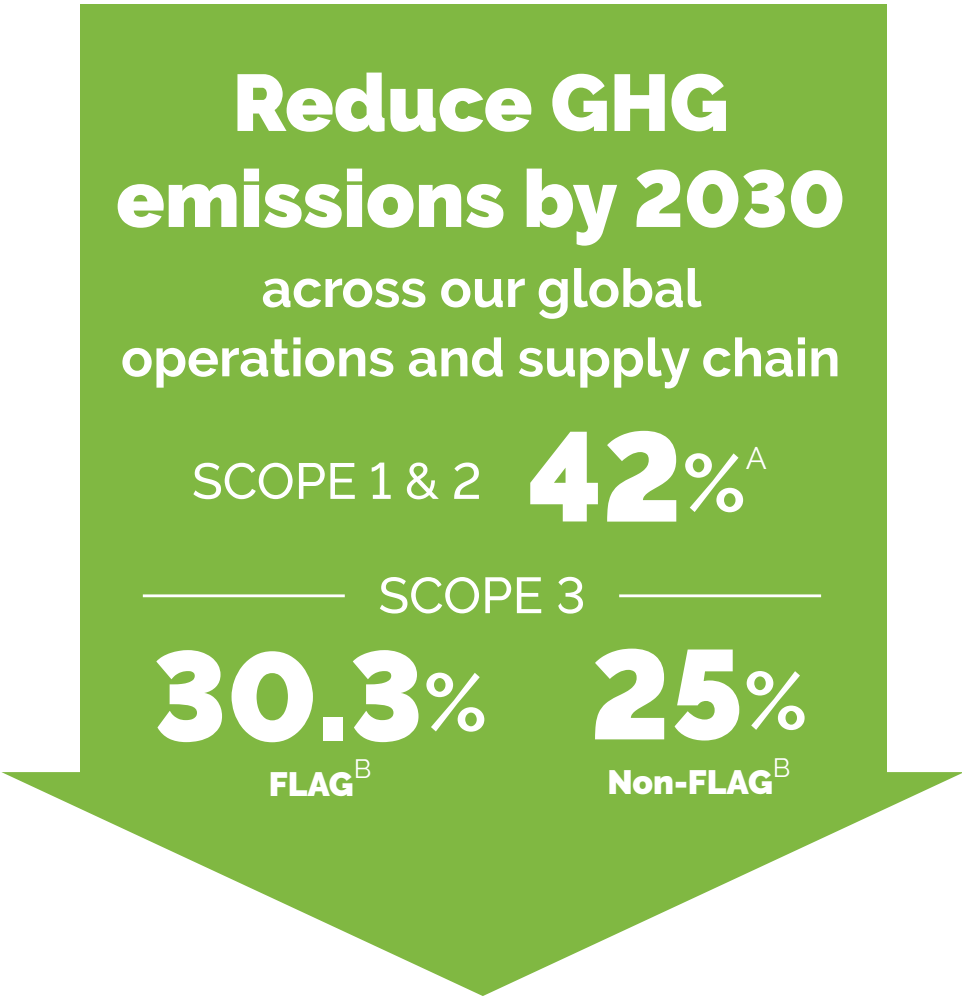
Greenhouse Gas Emissions

(Metrics Tons CO₂e)

	2023	2024
Scope 1	108,574	104,270
Scope 2 (Location-Based)	66,576	62,995
Scope 2 (Market-Based)	70,221	68,993
Scope 3 Non-FLAG	986,677	1,040,168
Scope 3 FLAG	3,380,866	3,140,516



In alignment with our internal climate-related goals and those of our customers, GSF has reported to the Carbon Disclosure Project (CDP) since 2018.

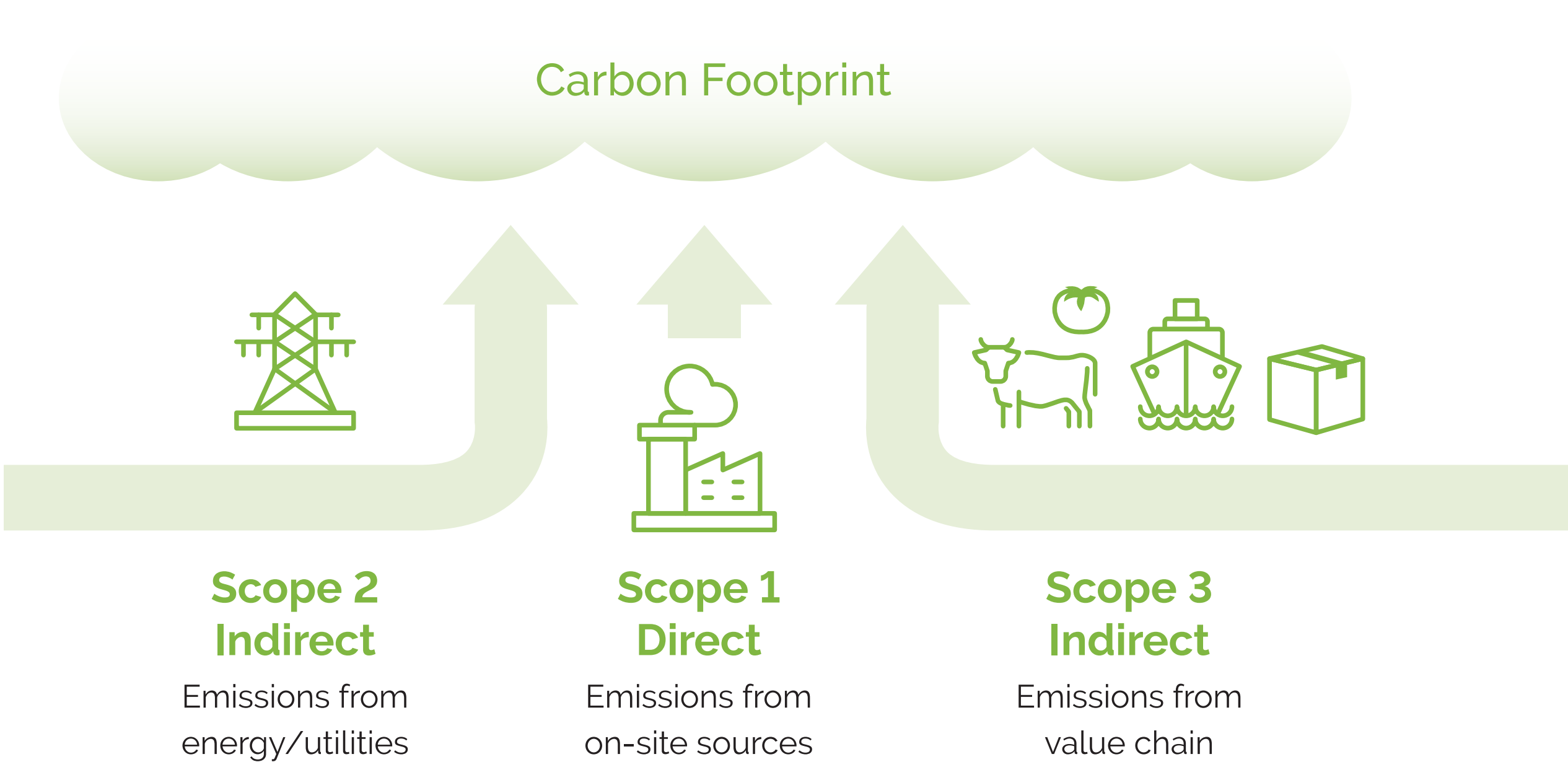


A. From a 2023 baseline year. B. See FLAG and Non-FLAG explanation on page 24.



No deforestation

across primary deforestation-linked commodities in our supply chain



“Confronting today’s environmental challenges requires bold action and accountability. Through our greenhouse gas reduction commitment, GSF is actively working to decarbonize our facilities and fleets. We’re also investing in strong partnerships to reduce emissions across our broader value chain—particularly Scope 3 emissions, where our direct control is limited but our responsibility remains clear.”

— PJ Newcomb, Director of Sustainability

Climate: Our Facilities

Our facilities play a key role in reducing our operational emissions.

Operational efficiencies remain a priority, focusing on facility management plans, waste and refrigerant audits, and identifying inefficient equipment. At the same time, we are implementing and exploring renewable energy projects and identifying opportunities for greater impact through cross-functional collaboration.

Investing in Renewable Energy

To reduce emissions for GSF and our customers, QCD has partnered with Scale Microgrid Solutions in building a solar-powered microgrid in Southern California, at our Los Angeles distribution center (completion date of mid-2025). The new infrastructure delivers resilient charging for our growing electric truck fleet, along with critical backup power for the facility and EV operations.

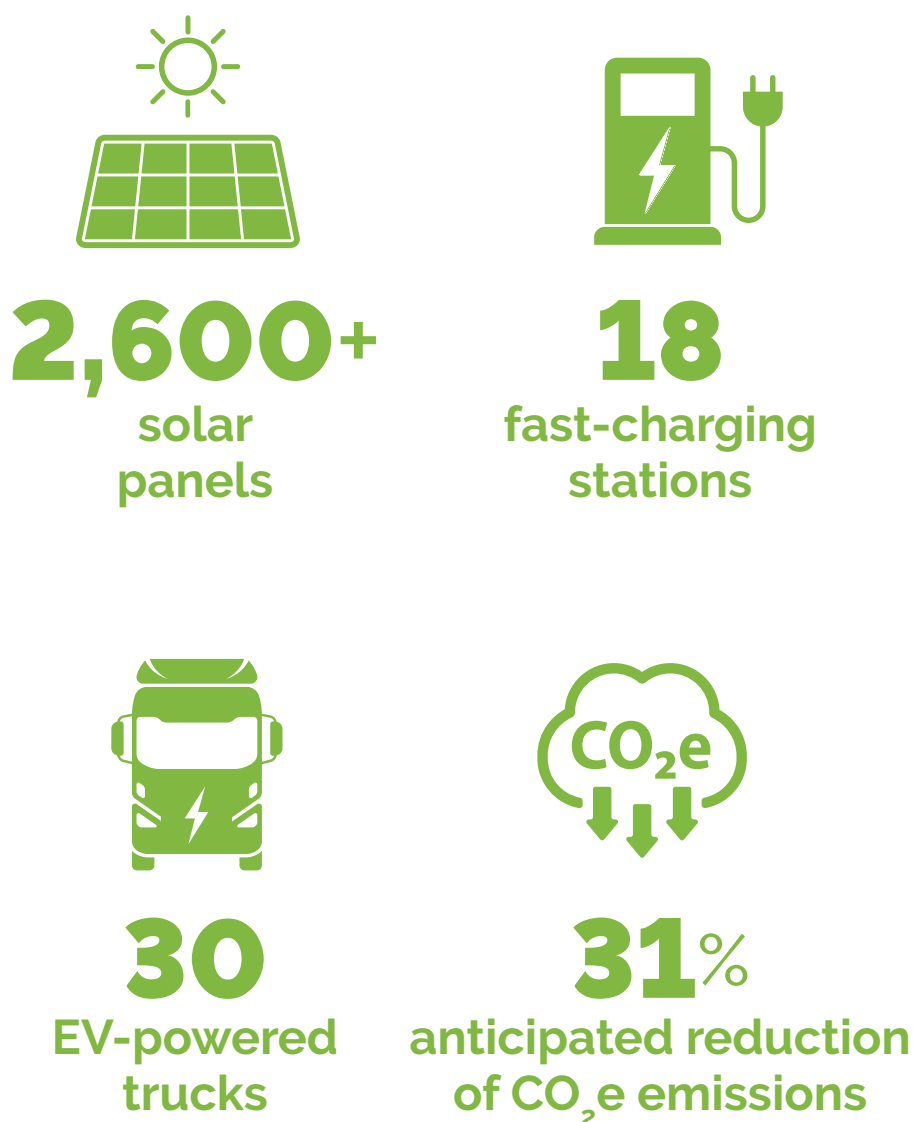
In addition to this project, we are actively exploring other renewable energy solutions—both on and off-site. This includes evaluating options such as virtual power purchase agreements (VPPAs), community solar, and other partnerships that can help scale our use of clean energy across operations.

Environmental Management

Our manufacturing facilities use Environmental Management Systems (EMS) to provide a structured framework for setting standards, tracking performance, and driving continuous improvement, helping GSF strategically minimize facility environmental impact. These systems support compliance, reduce risk, and strengthen overall environmental performance.

In 2024, we expanded EMS implementation to two more of our domestic manufacturing sites. Several other sites annually achieve formal EMS certification to the ISO 14001 standard, including our food manufacturing facilities in Opelika, Alabama and Conyers, Georgia, as well as all GSF locations in Australia and New Zealand.

QCD Los Angeles Microgrid by the Numbers



LEED-Certified Sites

GSF integrates sustainable design into new facilities, with sites in Opelika, Alabama; Fontana, California; and Orlando, Florida achieving LEED certification. Notably, Orlando earned LEED Gold in 2017. Our headquarters located in Irvine, California are also LEED certified.

Climate: Our Fleet

As a leading last-mile delivery partner to limited-service restaurant (LSR) customers, QCD operates 25 warehouse facilities and makes more than 35,000 weekly deliveries on average to over 8,000 store locations nationwide. Our fleet plays a significant role in GSF's Scope 1 and 2 GHG emissions footprint, making it a key focus of our climate strategy.

By the end of 2024, QCD deployed 44 Volvo VNR Electric trucks, with 30 at the QCD Los Angeles distribution center and 14 at QCD Fontana in Southern California. The remaining tractors and trailers in California and Oregon run entirely on Neste MY Renewable Diesel, a fuel made from 100% renewable materials that delivers reliable performance with significantly lower emissions than conventional diesel.



100%

of QCD Fontana, Los Angeles,
and Portland fleet use
Renewable Diesel or Electric Vehicles



10,200

**Metric Tons of CO₂e
Emissions Avoided***

**Estimated by comparing emissions from 2024 renewable diesel and electricity use to those from conventional diesel for the same activities*



“We have a responsibility to our customers, our community, and to our environment to leave this place better than we got it. We're doing our part to reduce the impact that a traditional diesel tractor has on the environment.”

— Rob Belleque, General Manager, QCD Los Angeles

Climate: Our Fleet

Driving Smart Fuel Savings

To reduce fuel use and lower emissions, QCD continues to implement smart, data-driven strategies across its fleet and facilities.

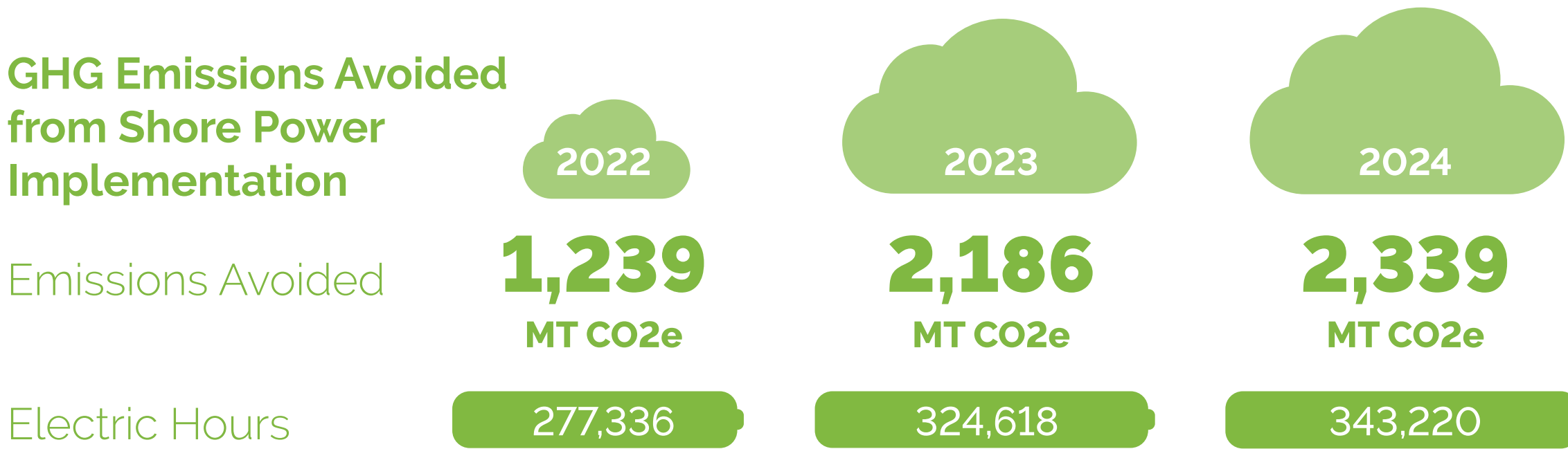
Idle Reduction Program

- Aims to reduce idle time and fuel consumption to save on fuel and GHG emissions
- Cut engine idle time from 36% in 2023 to 27% in 2024
- Fueled by driver training, idle-limiting technology and performance tracking

Shore Power

- Uses facility electricity to operate refrigerated trailers on-site
- Replaces diesel usage with cleaner electricity
- Implemented by 88% of QCD distribution centers as of 2024

GHG Emissions Avoided from Shore Power Implementation



Electric Hours are the hours using shore power/electricity instead of conventional diesel
Avoided GHG Emissions are calculated by comparing the emissions from the electricity used in Shore Power to the emissions that would have been generated by using conventional diesel fuel



SmartWay

Since 2011, QCD has partnered with SmartWay, an initiative of the Environmental Protection Agency (EPA) as a transportation-related strategy for improving air quality and reducing greenhouse gases.



Climate: Ingredients & Packaging

We work closely with our suppliers to promote responsible ingredient sourcing and reduce the environmental footprint of our packaging. By aligning shared sustainability goals, our collaborative approach ensures we continue to deliver high-quality, high-value products while advancing long-term environmental stewardship across the supply chain.

The Beef Value Chain

As the most significant area of impact across Scope 1, 2, and 3, we prioritize addressing beef sustainability within our supply chain. Our efforts include collaborating across the value chain on educational initiatives, researching and implementing regenerative agriculture practices, and exploring feed additives that can help reduce enteric methane emissions.

Grazing Beef Cattle Project

GSF is partnering with Texas A&M University on a five-year research project aimed at reducing the carbon footprint of grazing beef cattle. Supported by match funding from the Foundation for Food & Agriculture Research, the project includes a science-based e-learning program, technical assistance, and benchmarking and progress-tracking tools to support producers in adopting practices that lower emissions and improve sustainability outcomes.

Feed Additive Project

GSF is collaborating with a variety of partners in the animal agriculture industry to conduct global research on feed additives to reduce enteric methane and improve feed conversion efficiency in grazing beef stocker/backgrounding cattle.



Climate: Ingredients & Packaging



Beef Industry Collaborations

GSF actively collaborates across the beef value chain by participating in multiple industry organizations, including the U.S. Roundtable for Sustainable Beef (USRSB), the Global Roundtable for Sustainable Beef, the Meat Institute, and the Meat Institute's sustainability group, Protein PACT (People, Animals, and Climate of Tomorrow). Our Director of Sustainability serves on the USRSB Board of Directors, our Protein Sustainability Manager serves as a Sector Champion for USRSB representing the packer and processor industry, and our associates support working groups to advance animal welfare, environmental goals, and supply chain transparency.



Sustainable Packaging

As part of our broader efforts to reduce Scope 3 emissions, we continue to explore and implement packaging solutions that balance performance with responsibility. We are focused on proactively providing options that meet the expectations of our customers, align with our sustainability goals, and reduce our footprint across the value chain.

Our teams continue to test and evaluate new solutions in collaboration with suppliers and customers. Key areas of focus include:

- Increasing the use of post-consumer recycled (PCR) content
- Developing recycle-ready formats
- Exploring circular solutions for secondary packaging

As packaging regulations evolve—like Extended Producer Responsibility (EPR) programs and material bans—we are working to stay ahead by developing compliant, scalable packaging solutions that support both sustainability and business growth.



Water

Golden State Foods actively works to reduce water use across our facilities through a combination of operational improvements and targeted investments.

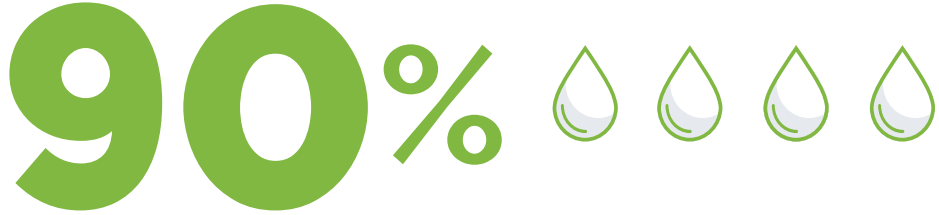
Our strategies range from water leak detection and repair programs to optimizing clean-in-place and sanitization procedures, using dry clean-up methods instead of hoses, and maximizing the reuse of water in cooling towers. Setting reduction targets and engaging in regular assessments helps us to conserve resources, reduce costs, and maintain compliance with all relevant environmental regulations.



*From a 2023 baseline year.



Drip irrigation reduces water usage by approximately



of our upstream contracted *GSF Fresh! China* farms have now adopted drip irrigation practices



GSF Fresh! China – Water

In partnership with a key customer, *GSF Fresh! China* introduced drip irrigation systems on growers' farms, improving water efficiency and supporting more sustainable agriculture practices. This collaborative project conserves water at the source and generates valuable data to inform future sustainability initiatives.

Compared to conventional sprinkler irrigation, drip irrigation reduces water usage by approximately 35 percent. Thanks to ongoing efforts and support, 90 percent of our upstream contracted *GSF Fresh! China* farms have now adopted drip irrigation practices.

Waste



Achieve
zero

waste to landfill

across all our global
operations by 2030

Across our facilities and supply chain, we’re finding creative, practical ways to divert materials from landfills—supporting both environmental responsibility and community well-being. By taking a site-by-site approach and tracking progress over time, we are working to reduce our environmental impact and reach our landfill diversion goals.

Streamlining Domestic Waste and Recycling

Starting in 2024, GSF implemented a universal domestic waste vendor across U.S. facilities to standardize and strengthen waste management practices. This centralized approach will improve the tracking of waste generation and diversion, uncover opportunities to reduce waste and increase recycling, and provide greater visibility into our waste streams. By consolidating services, we also endeavor to optimize costs and enhance reporting—advancing our broader sustainability efforts and supporting our goal of achieving zero waste to landfill.

How we’re diverting materials from landfills



Repurposing Food for Local Farms

GSF *Fresh!* Australia redirects unusable product to local farms, where it is used as animal feed instead of being discarded. This helps reduce food waste while supporting agricultural partners.



Enabling Starbucks FoodShare Donations

QCD provides logistics support for Starbucks' FoodShare program, donating surplus food to food banks to benefit those in need. In 2024, QCD supported 7,500+ deliveries and rescued more than 6 million pounds of food.



Turning Waste into Clean Energy

GSF's KanPak facility in Penn Yan, New York collaborates with Lent Hill Ag-Grid to convert dairy and manufacturing waste into renewable energy through anaerobic digestion. In 2024, 3.4 million gallons of waste were converted.



Recycling Materials at Scale

QCD recycled nearly 750,000 wood pallets in 2024 through its pallet recycling program. By repurposing materials based on condition and lifecycle, 22,730 MT CO₂e emissions were avoided.



Diverting Hard-to-Recycle Plastics

Our Protein Products facility in Opelika, Alabama found a specialized solution for recycling heavily soiled plastic tote liners, helping fill a gap in an already robust recycling program. This achieved an 89 percent landfill diversion rate in 2024 through targeted recovery efforts.

Products & Services

Across our manufacturing and distribution operations, we are committed to delivering safe, high-quality products and reliable services on behalf of our customers.

This commitment to maintain the highest standards exists at every step—from sourcing and production to logistics and customer service. Through strong partnerships and continuous improvement, we work collaboratively to anticipate customer needs, uphold product integrity, and adapt with agility.



Food Quality & Safety

Through our globally integrated Food Safety, Quality and Regulatory (FSQR) compliance systems, GSF consistently meets and exceeds rigorous industry standards across all regions.

Our approach combines science-based risk management, audit excellence, advanced technologies, and a deeply embedded food safety culture.

Standardized FSQR Systems

In 2024, we developed and implemented five standardized global FSQR policies designed to unify procedures and expectations company-wide. These centralized efforts help maintain alignment across business units while providing local teams with clear, effective frameworks—garnering industry recognition. The new policies included:





Corporate
Adulterant/
Pathogen
Testing Policy



Corporate
Recall
Plan



Global
Label Control
Policy



Golden
Standard
Policy



Global Sanitation
Assessment
Policy

Rigorous Standards and Audit Excellence

GSF facilities operate under strict regulatory oversight, including inspections by the USDA (United States Department of Agriculture) and the USFDA (United States Food and Drug Administration), and by local food safety authorities globally. Complementing these inspections, internationally recognized auditors conduct robust internal programs and certifications. In 2024, all manufacturing sites successfully passed third-party Global Food Safety Initiative (GFSI) audits, with seven of the sites receiving the highest possible rating on their audits. Additionally, all QCD facilities received a score of 96 percent or above in their annual International Featured Standards (IFS) certification audits.



Science-Based Risk Management

Every GSF manufacturing site operates under a validated Hazard Analysis and Critical Control Point (HACCP) plan or Food Safety plan, which proactively manages risks related to physical, chemical, and biological hazards. In 2024, a key area of focus was assessing and advancing our readiness for the FDA’s Food Safety Modernization Act (FSMA) Rule 204, which strengthens traceability requirements across the supply chain. Environmental Monitoring Programs (EMPs) are also deployed to identify and mitigate contamination risks, supported by digital tools for real-time tracking and analytics.

Food Quality & Safety

Enabling Technologies & FSQR Digitization

In 2024, we implemented a paperless sensory evaluation system for our KanPak U.S. business unit, and deployed a new system for digital document control management in our liquid products facility in Burleson, Texas. Embracing these tools simplifies compliance management, enhances traceability, and reduces paper-based variability. Additionally, we introduced “Horizon Scanning” and “Regulatory” modules within our supplier management platform to help identify and respond to emerging risks more effectively.

Associate Training & Culture

GSF prioritizes ongoing associate training, starting with our Corporate FSQR Onboarding Training Guide and continuing through annual food safety educational events and celebrations, like Food Safety Awareness Week. Together, these initiatives drive a consistent, proactive culture of quality and food safety—rooted in knowledge ownership, shared commitment, and accountability—across every facility and function.

McDonald's 2024 Global Food Safety and Quality Award

During the McDonald's Corporation Worldwide Convention, McDonald's presented its 2024 Global Food Safety and Quality Award to GSF as part of the Global Supply Chain Awards. GSF earned this customer recognition for consistently delivering quality products and services to the McDonald's System, setting the standard for numerous best practices.



2024 Global FSQR Leadership Summit

In September, 27 FSQR leaders from the U.S., Egypt, and New Zealand gathered in Opelika, Alabama, for the 2024 GSF Global FSQR Leadership Summit. The event focused on professional development, emerging food safety challenges, new technologies, and global collaboration—aligning operational excellence and enterprise strategy.



Innovation

Whether it's developing new products, monitoring consumer trends, or enhancing satisfaction through direct feedback, our approach is rooted in collaboration and transparency to help customers stay ahead in a dynamic market. We leverage innovative strategies and proprietary market research to deliver actionable insights that shape future-ready solutions.

To drive innovation across our offerings, Liquid Products North America and KanPak U.S. leverage a growing 27-person product development team.

In 2024, the team:

- Delivered over 2,255 prototypes
- Supported more than 800 projects
- Helped launch 75 new products
- Conducted 42 trials for sustainable packaging



“Customer Focus is a critical pillar of our organization's success, building a strategy that is focused on our customers' needs first. It starts with each associate, no matter the job function, dedicated to enhancing customer satisfaction and building strong long-term relationships.”

— Zachary Klein, Sales Director

Innovation at Opelika

Our Opelika, Alabama Protein Products facility implemented an industry-first, cutting-edge robotics and a vision inspection system that automates patty production, which enhances both product quality and workforce efficiency. With the ability to process over 960 patties per minute, this breakthrough technology is setting a new benchmark in food safety and production standards.



Innovation

QCD's commitment to innovation includes smarter tools and ergonomic solutions that enhance delivery performance, support driver well-being, and create a better experience for our customers.

Advancing Driver Efficiencies

QCD launched a Digital Route Transformation initiative to streamline driver tools and optimize operational efficiency. The system combines multiple platforms into a one-stop source for route outlines, real-time communication, checklists, admin tools, and AI-powered analytics. The new initiative:

- Automates manual processes and improves visibility into route efficiency, idle time, and fuel use
- Enables targeted coaching and stronger fuel economy
- Supports smarter, more transparent deliveries for both associates and customers



Upgrading Ergonomics

Following a successful pilot, QCD expanded the use of electric pallet jacks (e-jacks) to all distribution centers in 2024. The equipment upgrades:

- Reduce physical strain and lifting-related injuries
- Improve safety, efficiency, and career longevity for drivers



HDT
EMERGING
LEADERS

2024 Emerging Leader Award

Xavier Alcala, Director of Business Solutions for QCD, earned the 2024 Emerging Leader Award from *Heavy Duty Trucking* for his role in leading the Digital Route Transformation initiative. His team's development of a streamlined, data-driven platform reduced complexity for drivers and improved route efficiency—contributing to more sustainable and effective operations.



Responsible Sourcing

The Supplier of Choice

We champion a forward-looking procurement program focused on supply chain resiliency.

This is enabled through close collaboration with vendors to uphold high standards for quality, safety, and business integrity. By integrating advanced digital tools, structured team development, and strong sourcing practices, we help safeguard continuity, improve efficiency, and deliver long-term value for our customers.

Our procurement strategy is grounded in three core objectives:

Driving Resilient Processes

Proactive and agile supply chain solutions built on:

- Advanced forecasting
- Strong supplier partnerships
- Adaptable logistics
- Commitment to uninterrupted service

Leveraging Digitally Integrated Sourcing Practices

Best-in-class sourcing systems, strengthened through advanced technologies to:

- Improve decision-making across the procurement lifecycle
- Increase transparency and reduce risk
- Drive cost and efficiency gains
- Ensure compliance and strengthen ethical standards

Building Capability for Sustainable Growth

Skilled and diverse teams made possible by:

- Investing in our people
- Strengthening team capabilities through a mix of generalist and specialist roles across categories
- Focusing on targeted improvements



Supply Chain Leadership

Food Logistics and Supply & Demand Chain Executive named GSF Corporate Vice President and Chief Procurement Officer Trisha McRoberts as a 2024 Women in Supply Chain Award honoree in the Trailblazers category for her leadership and commitment to advancing opportunities for women in the supply chain industry. At GSF, her contributions include implementing a category management approach to procurement, developing internal talent, recruiting new team members, and driving continuous improvement across procurement operations.

Assured Supply

We actively monitor global supply dynamics and maintain a diversified supplier base through strong, strategic partnerships that reduce risk and increase flexibility. Our teams leverage data-driven forecasting to anticipate market fluctuations and adjust sourcing strategies accordingly, helping us maintain performance even in times of disruption. To further mitigate tariff exposure, we establish multiple sources across diverse countries of origin.



Responsible Sourcing

GSF maintains key ingredient certifications that reinforce our commitment to sustainable sourcing practices and product quality across our supply network.

Our cocoa is sourced from suppliers certified by the Rainforest Alliance (RFA), supporting efforts to reduce deforestation and human rights risks, while also improving farmer livelihoods. Similarly, all palm oil used in GSF products is Certified Sustainable Palm Oil (CSPO) through the Roundtable on Sustainable Palm Oil (RSPO).



Supplier Engagement

Our Supplier Expectations Manual and Code of Conduct outlines clear standards for ethical and responsible sourcing, which is pivotal to our partnerships. Through initiatives like our annual Supplier Summit, we strive to bring our partners together to collaborate on key topics—including sustainability, innovation, and continuous improvement. These engagements support open dialogue, problem-solving, and the exchange of best practices.

Supplier Partnership Program

Through our Supplier Partnership Program, we seek qualified businesses of all sizes and ownership structures that deliver value, innovation, and sustainable solutions. We partner with suppliers who demonstrate a commitment to maintaining respectful workplaces and high standards of conduct.

Focuses of the program include:

- Increasing supplier participation in all applicable bidding processes (achieved in 2024)
- Partnering further up the supply chain to align our objectives
- Supporting supplier certification and benchmarking progress through third-party partnerships

GSF has expanded these efforts by joining industry groups to strengthen engagement and share best practices.



Human Rights

At GSF, respect for human rights is a core principle rooted in our Creed and reflected in our sourcing practices. We are committed to ensuring fair, safe, and ethical working conditions throughout our supply chain, with clear standards outlined for our suppliers. This includes the prohibition of forced labor, child labor, and other human rights violations.

To promote transparency and action, GSF associates are encouraged to report any disrespectful or unequal treatment. Our confidential “Speak Up” program ensures concerns can be raised safely 24/7, without fear of retaliation. In 2024, we expanded access with a newly launched mobile-optimized reporting platform, complementing existing phone and web options.



Animal Welfare

While Golden State Foods does not handle animals directly, we work to uphold high standards in our supply chain through clear supplier expectations and ongoing oversight.

All protein suppliers are required to follow defined animal welfare practices, including signing customer-provided Codes of Conduct, complying with multiple annual audits—including unannounced inspections—and adhering to established industry guidelines.

We encourage alignment with the Meat Institute’s Animal Handling Guidelines and standards set by USRSB (United States Roundtable for Sustainable Beef) and PAACO (Professional Animal Auditor Certification Organization). To ensure industry alignment and collaboration, the GSF Protein Sustainability Manager is on the Meat Institute’s Animal Welfare Committee. Through both the Meat Institute and USRSB, we encourage Beef Quality Assurance (BQA) Certification, a national program that promotes best practices in beef production to ensure food safety, animal welfare, and environmental stewardship for beef producers and transportation. We also promote the Five Freedoms—international principles ensuring humane treatment, including freedom from discomfort, disease, and distress.



Freedom From Hunger and Thirst

Animals must always have access to clean water and balanced nutrition to maintain health and productivity.



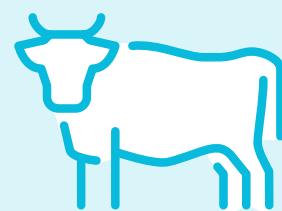
Freedom From Discomfort

Facilities must provide comfortable, species-appropriate environments that protect animals from the elements and promote rest.



Freedom From Pain, Injury, or Disease

Preventative care, prompt treatment, and humane practices are essential to minimize suffering and maintain welfare.



Freedom to Express Normal Behavior

Animals should be able to interact socially and engage in behaviors natural to their species.



Freedom From Fear and Distress

Animals must be handled calmly and respectfully to avoid fear, anxiety, and distress throughout their lives.



About This Report

Golden State Foods' annual Impact Report details the company's global commitment to corporate responsibility practices, metrics, strategies, and performance for the 2024 fiscal year (ended December 31, 2024).

GSF is dedicated to regular and transparent communication and intends to publish an annual impact report to demonstrate progress related to all business units, emphasize our material issues, and announce environmental sustainability goals, initiatives, and progress, and future policies. Additional information about our company is available at www.goldenstatefoods.com. For questions about this report, please contact sustainability@goldenstatefoods.com.

