



• 2021 - 2022 •

Impact Report

.....



Table of Contents



A note from *Annie*



TO FULFILL OUR MISSION of making a big, positive impact, we needed to measure ours. This is our first Impact Report as a brand, and we couldn't be more excited to celebrate what we've accomplished so far, and identify where we'll continue to improve.

Looking back on the past two years, we've all been through immense challenges. By now, we're all familiar with the ways supply chain issues and continued inflation have affected businesses, especially CPG brands. We've seen consumers prioritize their pocketbooks over an investment in the planet and their health. As a plant-based, impact-driven brand, this has been an obstacle. I could not be more grateful for the resilience of our team members, who have risen to the occasion at every turn.

I am extremely hopeful for the future. We have seen an environmentally-focused generation growing. They put their voices and money toward promoting climate-friendly, purpose-driven brands. I believe that, together, we can turn things around.

With the innovation we've launched in the past two years, and continue to work on, I am even more confident in jackfruit's amazing possibilities as nature's plant-based

meat. By creating great-tasting plant-based foods with impressively meaty texture, we continue to show consumers that you don't have to sacrifice to eat more plants and less meat. We really are putting the "plant" back in "plant-based."

We have always known that our environmental impact is strong—jackfruit is inherently sustainable and we continue to partner with our farmers on regenerative practices. This past year, we took it one step further, performing our first LCA (life cycle assessment). We discovered that jackfruit as an input is 94% better than beef, 60% better than chicken, and 87% better than pork for Global Warming Potential. We also learned about our land use and water consumption, as well.

We've set some great goals and commitments for the next 3-5 years.

FOR OUR PEOPLE: We will continue to bolster diversity at all levels of our organization. We realize that we all have biases and can continue to learn and grow our DEI (diversity, equity, inclusion) efforts. We plan to work with The Equity Project to create an even more equitable and inclusive work environment.

FOR OUR FARMERS: We will continue to teach regenerative farming for jackfruit with the goal of using

this knowledge on their other crops, as well. Moreover, we will conduct a study to understand how our farmers are using their additional income from jackfruit sales, and find other ways we can help support them and their community.

AND FOR OUR PLANET: We know we have a dire need to act fast to save our environment. Knowing that jackfruit trees sequester 3x more carbon than the average tree, our goal is to plant 50,000 trees per year. We will also perform an ESG Materiality Assessment, to help us prioritize the environmental, social, and governance concepts that matter most to our stakeholders—leadership, employees, and consumers alike.

As is our mission, we will continue to create the most delicious, whole plant foods, made from jackfruit. I look forward to the future, as we build onto our already strong foundation of improving the health of our bodies, the livelihood of our farmers, and the health of our planet.

THANK YOU ALL FOR YOUR SUPPORT!

BEST,

**ANNIE RYU
CEO & FOUNDER**





Our North Star

Our mission and values aren't just words on a page, they *guide* the decisions we make every day.





We're on a mission...

to delight people with the most delicious whole plant foods made from jackfruit, while improving the health of their bodies, the health of our planet, and the livelihoods of our farmers. At our core, here's what we believe and value.

Share the goodness of jackfruit.

We craft the very best foods using jackfruit as our first ingredient. By offering people foods that are deeply satisfying and delicious, we can spread jackfruit's delicious taste and deep benefits further than ever.

Do what's right.

We prioritize doing what's right over doing what's easy. Integrity and transparency are more important than appearances. Honesty is central to both the food we make and how we work together as a team.

Move forward fearlessly.

We are driven to seek progress, no matter what challenges and unknowns appear in our path. We keep our spirits high and the momentum rolling as we persevere to not only advance solutions, but confidently create them together.

We're better together.

We believe the whole is greater than the sum of its parts. That's true for foods made from a whole plant rather than many ingredients. And it's true for a team built from diverse people and different perspectives. Our strongest asset is our entirety, not our individual pieces.

Think big.

We are at our best when we are curious and hungry for new thinking and possibilities. We bring a "Day 1" mindset to everything we do so that we can continue to discover, learn, and optimize ways to one-up ourselves.

Positive impact always.

We are here to make a difference. Not just for the health of people and the planet, but for the livelihoods of our farmers, too. From sourcing and shipping to formulating irresistible whole plant products—every intentional choice we make has a measurable impact.

A board and leadership team that believes in *better.*

We're so grateful that jack & annie's leaders and shareholders have the diverse range of skills necessary to create the next generation of plant-based foods—delicious, real foods from a real plant. Exceptionally experienced, this team stewards us toward our goal of transforming the global food system, while sharing our vision and values. Together, we are committed to crafting mouthwatering foods for the benefit of our bodies, our planet, and the livelihoods of our farmers.

OUR BOARD



Alan Murray



John Flood



Christine Dahm



Annie Ryu
Board Chair & CEO



Soheli Shikari



Joel Filippi

OUR LEADERSHIP



Amber Brandimarte
SVP Marketing &
Innovation



Rahul Shrikant
VP International
Operations



Larry Eisenberg
VP Commercialization



Beata Pabian
VP of Sales



Petros Levis
VP R&D



Seth Beers
Interim CFO

We want to make a BIG, positive difference.

At jack & annie's, we love creating delicious whole plant foods, but we want to do much more than that. We aim to create a positive impact wherever we can—from our individual bodies to global communities.



FOOD

We believe jackfruit is a true miracle food. By making it the main ingredient in all our foods, we want to show the world that a whole plant can deliver meaty texture and flavor without extensive processing.



PEOPLE

From our employees to our suppliers to our farmers, we create positive partnerships with people who recognize jackfruit's benefits and believe in our mission.



FARMERS

Our company wouldn't be here without the farming families working with us in India. We empower them with additional income for helping us bring jackfruit to the world.



ENVIRONMENT

We do everything with the planet in mind. We're working to reduce food waste, promote eating whole plants, and cooperate with nature to conserve and replenish resources.



Our #1 Ingredient

Sustainable, regenerative, delicious, and nutritious.
Jackfruit is here to *change* the world.



Perennial

Perennials are plants that come back each year without replanting.



Jackfruit trees are *planet-friendly* perennials.

They're soil-savers.

Compared with annual crops, perennial crops develop extensive root systems. Those roots hold soil particles in place and limit erosion.

Less maintenance means more sustainability.

Perennials require less tilling, which means less erosion. And because perennial crops don't require replanting every year, active farming can have a smaller carbon footprint.

Perennials are natural weed-beaters.

They tend to grow rapidly in the spring, enabling them to outcompete annual weeds.

Fewer pesticides are needed.

Perennials have adapted over time to deal with local insects and diseases and therefore generally require fewer pesticide applications than annuals.

They can weather the weather.

Perennials' large root systems enable them to cope with environmental stressors like drought or irregular rainfall.

They're carbon-keepers.

Perennials can sequester carbon more efficiently than annuals. And jackfruit trees have particularly great potential for carbon sequestration. Our early studies suggest a 20-year jackfruit tree can sequester approximately 120 pounds of CO₂ per year, while an average 20-year tree sequesters approximately 48 pounds of CO₂ annually.

Sowing the seeds of regenerative agriculture.

Giving back to our planet through regenerative agriculture is central to our operations. How does jackfruit measure up when it comes to regenerative practices? According to The Carbon Underground—one of the first organizations to use the term “regenerative agriculture”—the top principles include:

✓ **Building soil health and fertility**

As a tree indigenous to India, jackfruit trees require no use of pesticides that would degrade the land. Additionally, as a perennial, the trees require no tilling for soil retention.

✓ **Increasing biodiversity and ecosystem health**

Planted near other crops to provide shade, and on farm borders to identify boundaries, jackfruit trees are a great fit for agroforestry. With many other crops around, such as on coffee farms, jackfruit is ideal for biodiversity.

✓ **Reducing carbon emissions and current atmospheric CO2 levels**

As a hardwood, jackfruit trees have above-average potential for carbon sequestration. Early studies show a sequestration potential of 120 lbs CO2 per year for trees older than 20 years.

✓ **Increasing water percolation and retention**

Perennial jackfruit trees improve soil health and thereby water percolation and retention. They are also naturally drought-resistant.

Jackfruit checks all the boxes!

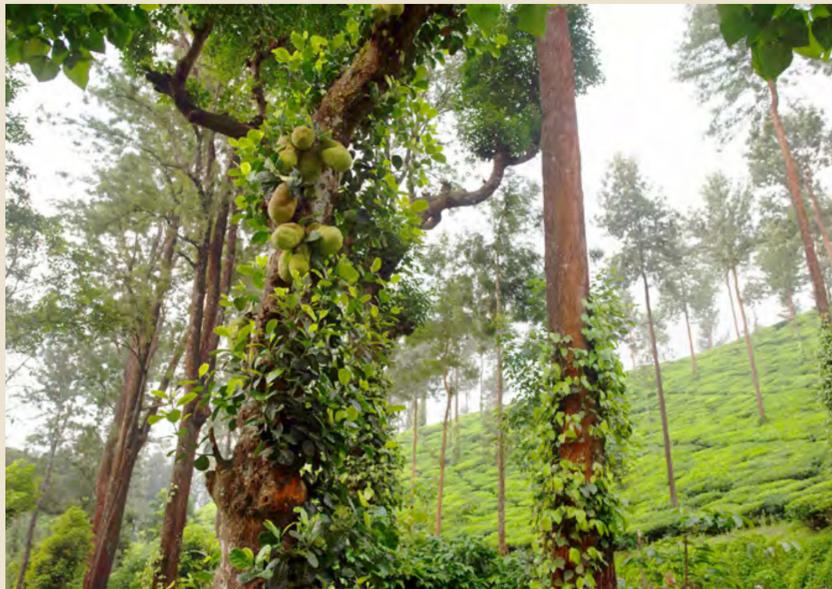
Agroforestry

Agroforestry integrates trees and shrubs into farming systems to foster environmental, economic, and social good.



Planting a brighter future.

Jackfruit trees, as perennials, can conserve soil, resist weeds and pests naturally, and of course, yield nutritious jackfruit. While we prioritize harvesting from grown, native trees, we also have tree-planting initiatives to eventually replace trees when they reach the end of their lifecycle. By planting more trees, we're reducing our carbon footprint, helping grow the businesses of our farmer partners, and improving farmlands.



CURRENTLY — AS OF 2022

We work with

1,783 farmers.

Who have

516,677 trees.

Which sequester

28,000

metric tons of CO2 per year.

That's the energy equivalent to charging

3.4 billion

cell phones, or roughly half of all cellphones in the world.

BY 2042 — after the 61,000 saplings we planted in 2021 and 2022 reach maturity

Our farmers will have

577,677 trees.

Which will sequester

28,432

metric tons of CO2 per year.

That's equivalent to the CO2 emissions of taking

2,235,990

cars off the road for a day—roughly every car in the state of Utah.

We will plant

50,000 trees

per year.

Long live the *jackfruit* tree!

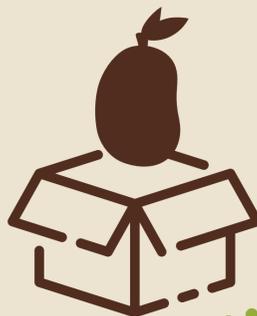
Fortunately, the average jackfruit tree lives 80 years — and some have lived for over 300 years! The average age of jack & annie's jackfruit trees is 20 years — so they have lots of goodness left to give.



JACKFRUIT ON TREES



DRIVE FROM FARMS TO INDIA FACTORY FOR PROCESSING



HARVEST & LOAD ON TRUCKS



SHIP TO US WAREHOUSE



PRODUCT ON SHELF FOR CONSUMERS



Better for our bodies and our world.

These days, people are questioning what's actually in meat alternatives. Jack & Annie's stands out among the rest as not just "plant-based," but as a wholesome, whole plant option. With jackfruit as the first ingredient in all our foods, we prioritize our consumers' health and taste buds.

Our main ingredient is grown on a tree, not in a lab or test tube. Beyond having meaty, juicy taste, our foods are:

✓ **Sustainably grown and produced**

✓ **A good source of protein**

Every cell in the human body contains protein. Ensuring we all get enough protein is essential in repairing cells, making new ones, and building overall strength in our muscles, bones, and skin.

✓ **High in fiber**

Dietary fiber is essential for keeping our gut healthy. It helps lower cholesterol levels, control blood sugar, and lower systemic inflammation—all things that are linked to many chronic health conditions.

✓ **Up to 57% lower in fat***

✓ **Up to 40% lower in calories***

*Than the same food made from animal meat, according to USDA standards.



Our Community Commitments

Our global impact isn't just about carbon emissions, it's in how we *lift up* our communities, too.



Corporate Governance

To us, corporate governance means doing what's right—not what's easy. We intentionally instill procedures, policies, and tools to help us:

- ✓ **Do the right thing for both our shareholders and stakeholders.**
- ✓ **Provide the best working environment for our employees.**
- ✓ **Serve as good partners to our external vendors.**
- ✓ **Benefit our environment. (Nature is our biggest stakeholder.)**

OUR AUDIT COMMITTEE consists of our head of Finance and three board members tasked with reviewing monthly financials, pre-approving quarterly budgets, and approving final audited financials.

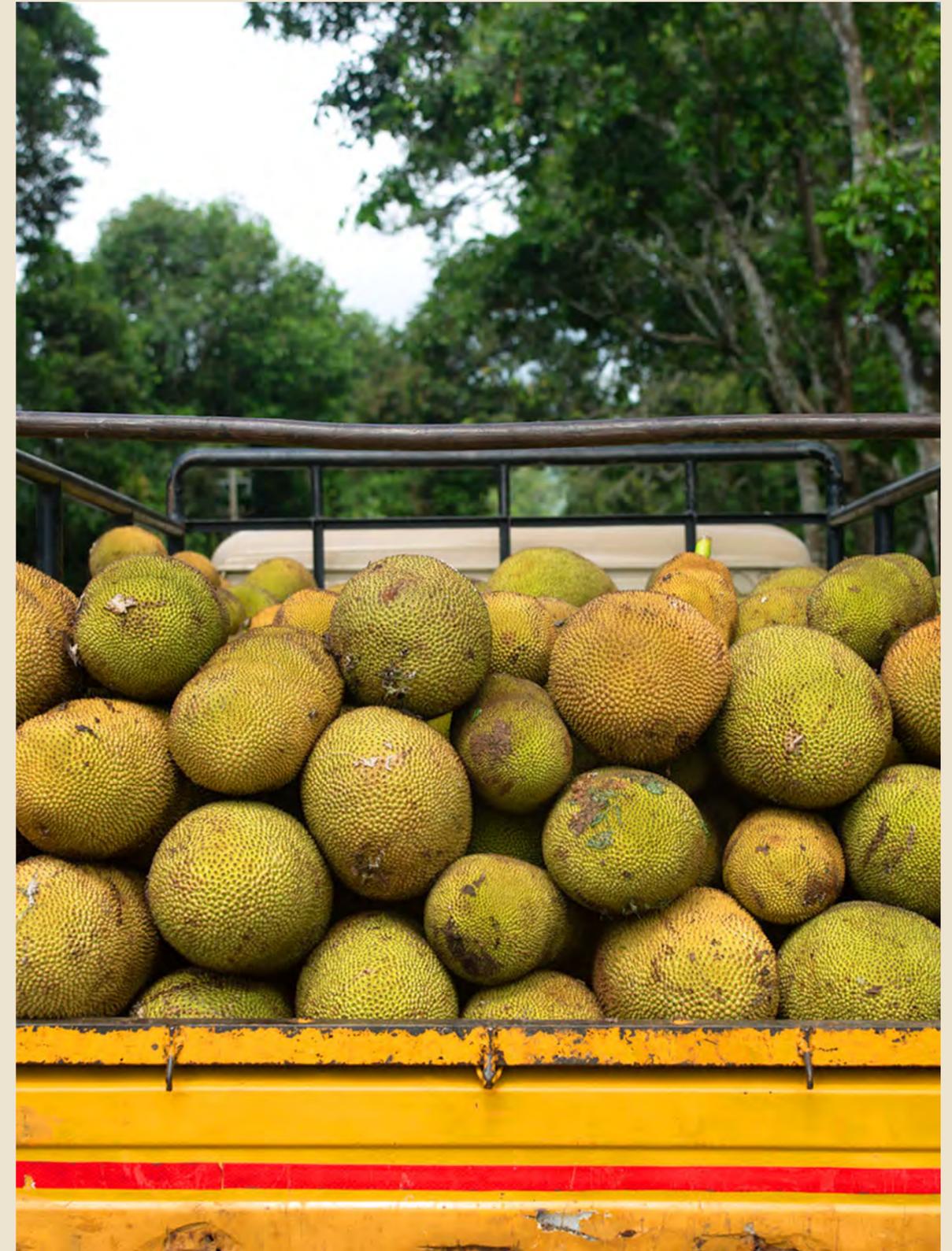
OUR COMPENSATION COMMITTEE includes our CEO and three board members who make sure we continue to pay our employees fairly. Every year, they review market rates with a recruiter to gauge salaries. This committee also reviews and approves bonus structures.

ANTI-BRIBERY POLICY. We implemented an anti-bribery policy in 2021. We're still a small company today, but we'll continue

growing quickly. We're an international company, too, and we want to ensure we remain focused on doing the right thing wherever we do business.

WHISTLE-BLOWER POLICY AND ANONYMOUS HUMAN RESOURCES HOTLINE. Keeping our employees safe is our utmost priority. We offer these resources to ensure everyone is able to speak up whenever necessary.

ANNUAL AUDIT. In 2020, we conducted a balance sheet audit. Beginning with the financial year ending 2021, we'll have full-company audits annually. CBIZ performed our 2021 audit.



Employee *Incentives*



39%

net US job growth
Dec. 2020–Dec. 2021



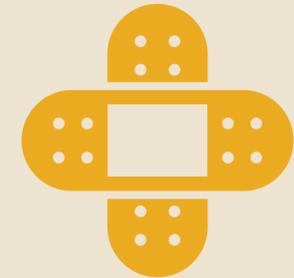
35%

above minimum wage is the lowest
pay any hourly employee earns



\$500

incentive to take PTO



100%

of short-term disability is paid, with
optional long-term disability available



8

US jobs added in 2021
7 full-time and 1 part-time



**Unlimited
PTO**

for every full-time employee



74%

of US staff are enrolled in our
healthcare plan



\$50

monthly gym reimbursement per
employee to support health
and well-being

Diversity, Equity, and Inclusion.

As a company that is proud to be global, our team continues to be committed to Diversity, Equity, and Inclusion (DEI).

With a woman of color as our founder and CEO, 20% of our workforce located in India, and partnership with over 1,700 Indian farmers, we recognize how important it is to support everyone involved in our company through authentic action and a robust DEI plan. Additionally, our board has been carefully selected to include a diverse group of individuals based on gender and nationality.

As a team we are committed to the following initiatives to further our efforts:

- ✓ Access to unconscious-bias training for the US based team with the goal of increasing self-awareness and cultural awareness in our organization.
- ✓ Seek to bolster diversity at all levels of the organization through hiring, promotion, and developmental opportunities.
- ✓ Encourage interaction between our India and US based teams to foster mutual understanding and respect.



65%

of our entire US team, & **55% of our leadership team** (management & above), are women.

The women on our team are paid equally to men who perform the same job.





Caring for our *community.*

As real people making real food for real enjoyment, we know that people are the core of our business.

We strive to support every person on our team and in our communities in Colorado and in India, as well.

In the US, we've continued to expand our community efforts. In 2022, we had a team volunteer day with Growing Gardens, a Boulder, CO nonprofit that cultivates sustainable urban gardening. Additionally, over the past four years, we have been working with our partners to donate any food instead of sending it to the landfill. We are in the process of setting up a system to better track how much food is donated.

Going forward, our goal is to partner with and support more local organizations that give back to the community, specifically through food.

Ensuring fair labor conditions.

To make sure both our overseas employees and farmer partners are working in fair and safe conditions, we have our India operations audited and certified through Sedex. Sedex ensures responsible business practices and social compliance standards are met by assessing organizations' standards of labor, health and safety, and environment and business ethics. This helps us verify that labor is never forced and child labor is never allowed. We want our community, employees, and farmers in India to always feel safe, supported, and connected.





Our Farmers

Investing in the livelihoods of farmers in India one *jackfruit* tree at a time.



Helping farmers flourish.

Our farmer partners make jack & annie's possible.

Since day one, our mission has been to improve their livelihoods and lives. We know that farming entails numerous challenges, and we want to do what we can to mitigate the way these challenges impact our farmers.

Social and environmental well-being remain at the center of our operations in India. We work with longtime family farmers who care deeply about their farms and the environment. To stay in close touch with them, we've digitized our farm supply chains with an ERP (Enterprise Resource Planning) system—a first-of-its-kind initiative for jackfruit farmers. With geo-tagged farms, we can easily communicate with our more than 1,700 farmers, helping them plan for harvesting activities and manage complex operations. Additionally, this technology has allowed us to get nearly all our farmers set up to receive payments electronically, directly from us, ensuring quick and correct payment.



We are committed to working with our farmer partners so they can increase their income and understand the value of jackfruit.

Prior to working with us, many of our partners were not aware of the monetary value of jackfruit—much of it

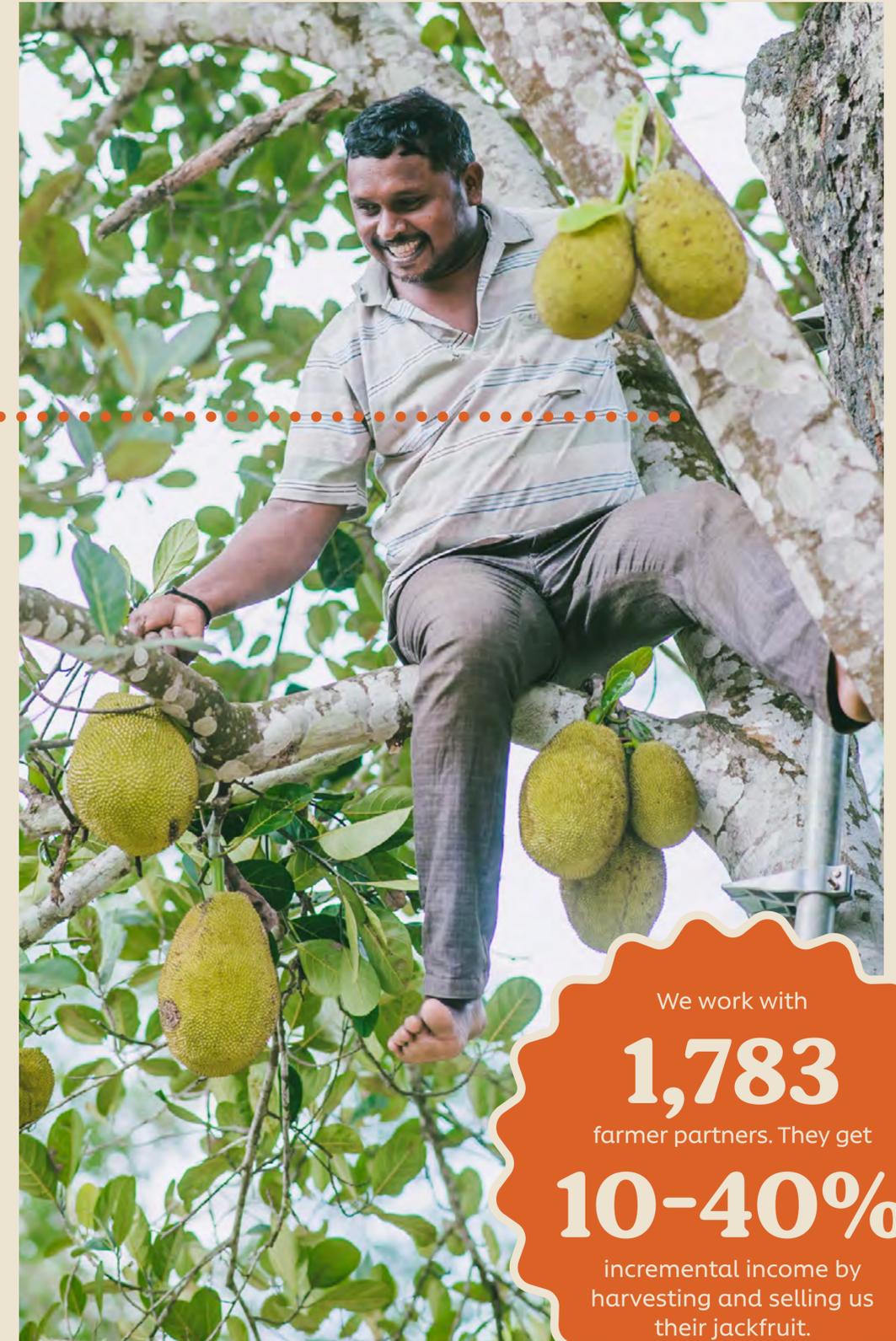
would go to waste, or be compost for their other crops. Through education and partnership, many farmers now see the ecological and environmental benefits of jackfruit to their farms and the earth. By harvesting and selling us their jackfruit, our farmer partners now get anywhere between 10% and 40% incremental income.

Additionally, to support our farming community in India, we've initiated jackfruit planting programs. This not only brings farmers additional income, but also enables them to preserve and improve their land through regenerative agriculture practices.



“The novel supply chains we've built have helped create a food system that offers both a healthy diet and a lower carbon footprint, and provides an opportunity for small-holder farmers to earn incremental income. At scale, this food system will play an important role in solving this century's critical problems – public health, climate change and economic empowerment.”

**RAHUL SHRIKANT,
VP OF INTERNATIONAL OPERATIONS**



We work with

1,783

farmer partners. They get

10-40%

incremental income by harvesting and selling us their jackfruit.

We're *big* supporters of small farms.

Smaller farms enable us to build stronger relationships and tune in to their farming operations and sourcing systems. With a larger number of small farmers, the income generated from jackfruit farming can reach a broader group of households, benefiting more families. Typically, sourcing from these farmers contributes to a larger percentage of their annual income.

In 2021, we increased the number of our farmer partners from 1,200 to 1,700, and plan to work with 2,000 by the end of 2023.

“In the past, jackfruit was not considered an income crop. Fruits were left for wildlife to feed on...or used as fertilizer for soil. In recent years, we collaborated with [jack & annie’s] to sell our jackfruit. They educated us about its monetary value and ecological importance. I now know it can be grown as a monetary crop...and encourage other farmers to grow jackfruit trees.”



**ASHA SATISH,
SMALL-SCALE JACKFRUIT FARMER**

52%

of our farming partners have less than **5 ACRES** of land

28%

of our farming partners have **5-50 ACRES** of land

15%

of our farming partners have **51-247 ACRES** of land

5%

of our farming partners have more than **248 ACRES** of land





Our Environmental Impact

Preserving the planet we call home and *protecting* it from future negative impact all starts with jackfruit.





Protecting our environment.

Two extremely important aspects of the Paris Climate Accord are:

- ✓ **Reducing meat consumption, because animal agriculture contributes significantly to GHG and CO2 emissions.**
- ✓ **Planting more trees, because more forests will be key to combating climate change.**

A core piece of our mission has always been to help improve the health of our planet. We understand that the climate crisis is one of the most important issues our planet is facing.

Since Jack & Annie's launch in 2020, we have dramatically expanded our distribution to 6,000 stores, giving consumers more access to delicious plant-based food that can make a positive impact on the planet. Additionally, our jackfruit tree-planting initiatives allow for huge amounts of carbon sequestration because the jackfruit tree is a hardwood.

Environmental Life Cycle Analysis (LCA):

JACK BEEF, CHICKEN, AND PORK MADE FROM JACKFRUIT.

In 2021, we partnered with Kiwa, a trusted third-party global agency that helped us gather and analyze data to measure our environmental footprint. We performed a Life Cycle Assessment (LCA), which analyzed multiple impact categories and carbon emissions contributions throughout the first part of our supply chain (from our farming partners' trees to our distribution center in the US).

We evaluated and compared jackfruit's impact and carbon emissions to those of animal beef, chicken, and pork. Jackfruit has a smaller carbon footprint with less land, water, and global warming potential than traditional animal proteins. Our data was verified by a 3rd party vendor. Further testing in the future will incorporate data from our US manufacturing, packaging, and transportation.

In comparison to beef, chicken, or pork:

✓ **Jackfruit generates at least 60% less greenhouse gas emissions**

✓ **Jackfruit requires at least 95% less land use**

✓ **Jackfruit generates at least 92% less aquatic eutrophication**

IMPACT CATEGORY	UNIT	JACKFRUIT	BEEF	CHICKEN	PORK	DIFFERENCE
Eutrophication potential, fraction of nutrients reaching freshwater end compartment	kg PO4-eq.	7.47E-05	9.96E-04	9.96E-04	1.14E-03	Beef: -92% Chicken: -92% Pork: -93%
Global warming potential	kg CO2-eq.	1.40E+00	2.47E+01	3.53E+00	1.08E+01	Beef: -94% Chicken: -60% Pork: -87%
Land use (Soil quality potential)	—	6.32E+00	3.39E+03	1.32E+02	3.37E+02	Beef: -100% Chicken: -95% Pork: -98%

QUESTIONS? Reach out to us at hello@jackandannies.com

How jack & annie's *measures* up.

We conducted an LCA (Life Cycle Assessment) in order to better understand:

- ✓ **The positive impacts of swapping out animal meat for our foods.**
- ✓ **Our greenhouse gases (GHG) contribution as an organization.**
- ✓ **Where we can improve in the future.**

We saved 3.8M lbs of CO2 emissions from entering the atmosphere based on our sales of jack & annie's plant-based items in 2021. This savings is equivalent to:



GHG emissions from

4.3M

miles driven by a gasoline powered car.



CO2 emissions from

1.9M

pounds of coal burned.



604 tons of waste recycled OR

86

garbage trucks saved from the landfill.



Our future *goals*

Food

Plant 50,000 trees per year

20 year old jackfruit trees sequester nearly 3x more carbon than the average 20 year old tree.

Expand to 8,000 stores

over the next three years to reach more consumers who are interested in improving their nutrition and the health of our planet.

Farmers

Further quantify our impact

by completing a study over the next year to understand how farmers are using their added income so we can further understand our true impact on their livelihoods.

Provide education for our farmers

on regenerative agriculture, so they can use this knowledge in all of their farming practices. In the next three years we commit to providing this important training to 400 farmers.

People

Access to unconscious-bias training

for the US based team with the goal of increasing self-awareness and cultural awareness in our organization.

Bolster diversity

at all levels of the organization through hiring, promotion, and developmental opportunities.

Community service

events 2x per year.

Foster understanding & respect

by encouraging interaction between our India and US based teams.

Generate easy employee donations

to causes they care about through our HR platform.

Work with The Equity Project and J.E.D.I. Collaborative

to dispel our unconscious bias, work toward justice and create lasting change in our company and industry regarding Diversity, Equity, and Inclusion.

Environment

Increase packaging recyclability & sustainability

by continuing to evaluate alternative packaging materials, while still providing the best quality frozen foods.

Decrease our food miles

by continuing to measure, reduce, and create more efficiencies where we can in the coming year.

Perform an ESG Materiality Assessment,

which will allow us to discover and prioritize the environmental, social, and governance concepts that matter most to our stakeholders—leadership, employees, and consumers alike.

Take a carbon inventory

to measure our Carbon Footprint and Scope 1, 2, and 3 emissions that contribute to climate change.

Look for opportunities to reduce and offset carbon emissions

based on the results of our carbon inventory.



**jack &
annie's**

