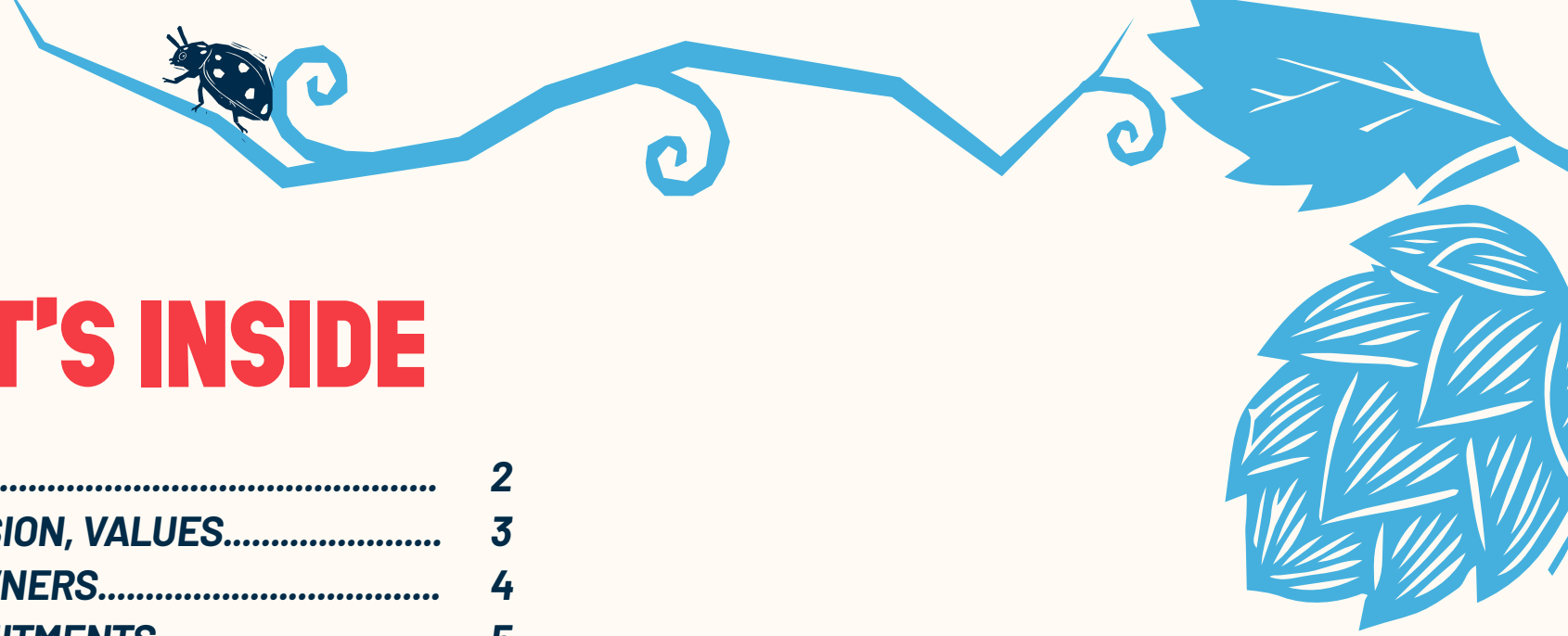


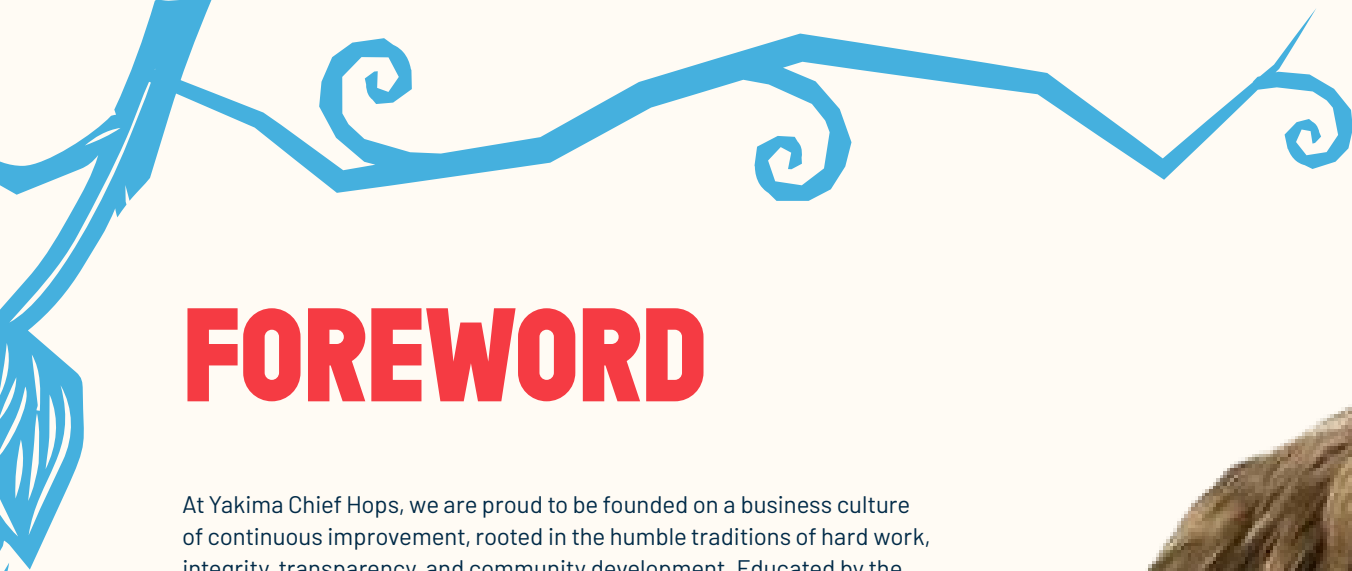


IMPACT REPORT 2025



WHAT'S INSIDE

FOREWORD.....	2
MISSION, VISION, VALUES.....	3
GROWER OWNERS.....	4
CHIEF COMMITMENTS.....	5
SUSTAINABILITY STRATEGY.....	6
PERFORMANCE TRACKER.....	7
PROTECT OUR PLANET.....	8-13
HEALTHY HOPS.....	14-19
THRIVING FARMS.....	20-22
PRODUCT EXCELLENCE.....	23-27
EMPOWERING OUR PEOPLE.....	28-32
GROWING OUR COMMUNITY.....	33-37
ABOUT THIS REPORT.....	38



FOREWORD

At Yakima Chief Hops, we are proud to be founded on a business culture of continuous improvement, rooted in the humble traditions of hard work, integrity, transparency, and community development. Educated by the lessons learned from multiple generations of family experience, our future-focused company will always challenge itself to relentlessly pursue innovative outcomes. We are grounded in believing that we have a corporate responsibility to create a balance of environmental health, economic vitality, and social empowerment that exceeds current expectations. We are motivated by our daily attempt to learn from our community's collective wisdom so that future generations can experience a life of health, harmony, hoppiness, and happiness. As a 100% grower-owned company, the future of our planet is foundational to all other measures of our success.

In a time in global history where many aspects of life feel unclear and unstable, I am proud and honored to continue our long tradition of publishing our Annual Sustainability Impact Report. For the past 16 years, Yakima Chief has been dedicated to delivering the highest level of sustainability reporting to the global hop industry. Today, we are proud to continue this industry leadership by publishing our 2025 Impact Report. We hope that the contents of this year's report provide clarity, consistency, and confirmation of the important value that can be created when a humble group of innovative people commits to working together to make real change for future generations.

We are inspired by our past. We are humbled by the present. We are thankful for the people who build our communities throughout the world. We are committed to remaining relentless in our pursuit of a stronger future.

With inspired thanks,

RYAN HOPKINS

CHIEF EXECUTIVE OFFICER







MISSION

Our Mission is to connect family hop farms with the world's finest brewers, providing the highest quality hop products and uncompromising service for the ultimate benefit of our customers, employees and growers.



VISION

Our Vision is to be the global hop supplier of choice. We want our passion for preserving the planet, treating people with respect and dignity, and our commitment to healthy communities to be reflected in every beer brewed with our hops.



VALUES

PASSION

For people, product, planet & process

RESPECT

Teamwork & collective responsibility

INTEGRITY

Transparency & accountability in all we do

DEDICATION

To safety, quality and sustainability

EXCELLENCE

An emphasis on innovation & continuous improvement

The core values contained within our PRIDE statement are more than just words; they are the cornerstone of our approach to providing our valued customers with super-premium hops. Inspired by the work being done at our family farms, these values demonstrate our focus and outline our priorities as a team from production to customer service.

OUR GROWER OWNERS



Charlie Davidson

3D & BC Hop Farms
4th Generation
Woodburn, OR



Ed St. Mary

Black Star Ranch
4th Generation
Moxee, WA



Mike Smith

Loftus Ranches
3rd Generation
Yakima, WA



Keith Houser

C & C Hop Farms
3rd Generation
Moxee, WA



Craig Carpenter

Carpenter Ranches
5th Generation
Granger, WA



Tom Coleman

Coleman Ag
5th Generation
St. Paul, OR



John Coleman, Jr.

Westwood Farms
5th Generation
Woodburn, OR



Kevin Riel

Double R Hop Ranches
4th Generation
Harrah, WA



Patrick Gasseling

Gasseling Ranches
4th Generation
Wapato, WA



Brenton Roy

Oasis Farms
4th Generation
Prosser, WA



Jason Perrault

Perrault Farms
4th Generation
Toppenish, WA



Rick Sauve

Sauve & Son Farms
3rd Generation
Mabton, WA



Doug Weathers

Sodbuster Farms
3rd Generation
Salem, OR



Rich Van Horn

Van Horn Farms
2nd Generation
Moxee, WA



CHIEF COMMITMENTS

OUR APPROACH

At Yakima Chief Hops, sustainability is not a parallel initiative to our business; it is foundational to how we grow and serve the global brewing community. Our Chief Commitments represent a shared vision across our growers, employees, customers, and communities to ensure that the future of hops is resilient and thriving for generations to come. These commitments exist because the long-term health of our industry depends on the health of our ecosystems, the strength of our supply chain partnerships, and the well-being of the people who make this work possible.

HOW WE HOLD OURSELVES ACCOUNTABLE

Guided by responsibility to our stakeholders to be responsible stewards, our Chief Commitments translate our values into measurable action. They provide a clear framework for how we balance business performance with meaningful progress on climate, water, waste, community impact, and grower resilience. Our Chief Commitments represent more than targets; they represent WHY we do this work: to protect the resources that sustain our crops, to support the communities that sustain our industry, and to ensure that every pint brewed with our hops contributes to a more sustainable future.

2025 marked a critical year of foundation work for YCH. By aligning with leading global sustainability frameworks, strengthening Environmental Social and Governance (ESG) governance, and continuing third party verified carbon accounting (scopes 1–3), we established the systems and partnerships necessary to scale our impact. There were bumps along the road, but we've stayed on course. As you read this report, we invite you to explore the progress and challenges that helped shape this journey.



"I've done my job. They've got a bigger job now to do — and that's to keep it rollin'.
Stay humble, and recognize that we're a bunch of peasants that have had a bit of success.
Don't get a big head. Just stay the course."



1



PROTECTING OUR PLANET

Conserving agricultural land and watersheds, while reducing energy and waste on our farms and in our facilities

2



HEALTHY HOPS

Ensuring sustainable & regenerative farming practices are implemented to promote a healthy growing environment for our hops

3



THRIVING FARMS

Providing our growers with the tools, resources and education to be more efficient, economically sound, and viable for future generations

4



PRODUCT EXCELLENCE

Holding ourselves accountable to higher standards of excellence for flavorful, aromatic and solutions-based hop products that our brewing customers love

5



EMPOWERING PEOPLE

Fostering a culture that is enriching and fulfilling for all our employees

6



GROWING OUR COMMUNITY

Strengthening our communities with meaningful intentions by focusing on driving economic growth, promoting opportunities in underserved regions, and supporting youth programs

MATERIALITY ASSESSMENT

In 2025, we expanded our sustainability journey with a comprehensive materiality assessment to identify the sustainability topics most important to our internal and external stakeholders. This work focused on three core areas: environmental stewardship, social responsibility, and internal governance/compliance.

The assessment enabled YCH to pinpoint a set of material topics (see materiality matrix), creating a strong foundation for our global sustainability strategy. By linking stakeholder priorities to business relevance, the matrix helps guide where and how we focus our efforts to drive the greatest impact.

Based on the results of the assessment, YCH has prioritized the following material topics:

- Sustainable Agriculture & Sourcing
- Product Quality & Safety
- Ethics & Compliance
- Environmental Management
- Corporate Governance & Organizational Structure
- Health & Safety

These six focus areas reflect where we can make the biggest difference, strengthening the long-term resilience of our business while staying grounded in what matters most to our stakeholders.

This year, we kept building momentum. Through a gap assessment and double materiality assessment, as part of preparing for the upcoming Corporate Sustainability Reporting Directive (CSRD) requirements, we took a hard look at where we stand and where we need to go. Along the way, we sharpened our governance, improved data quality, and deepened our understanding of our impacts and opportunities.

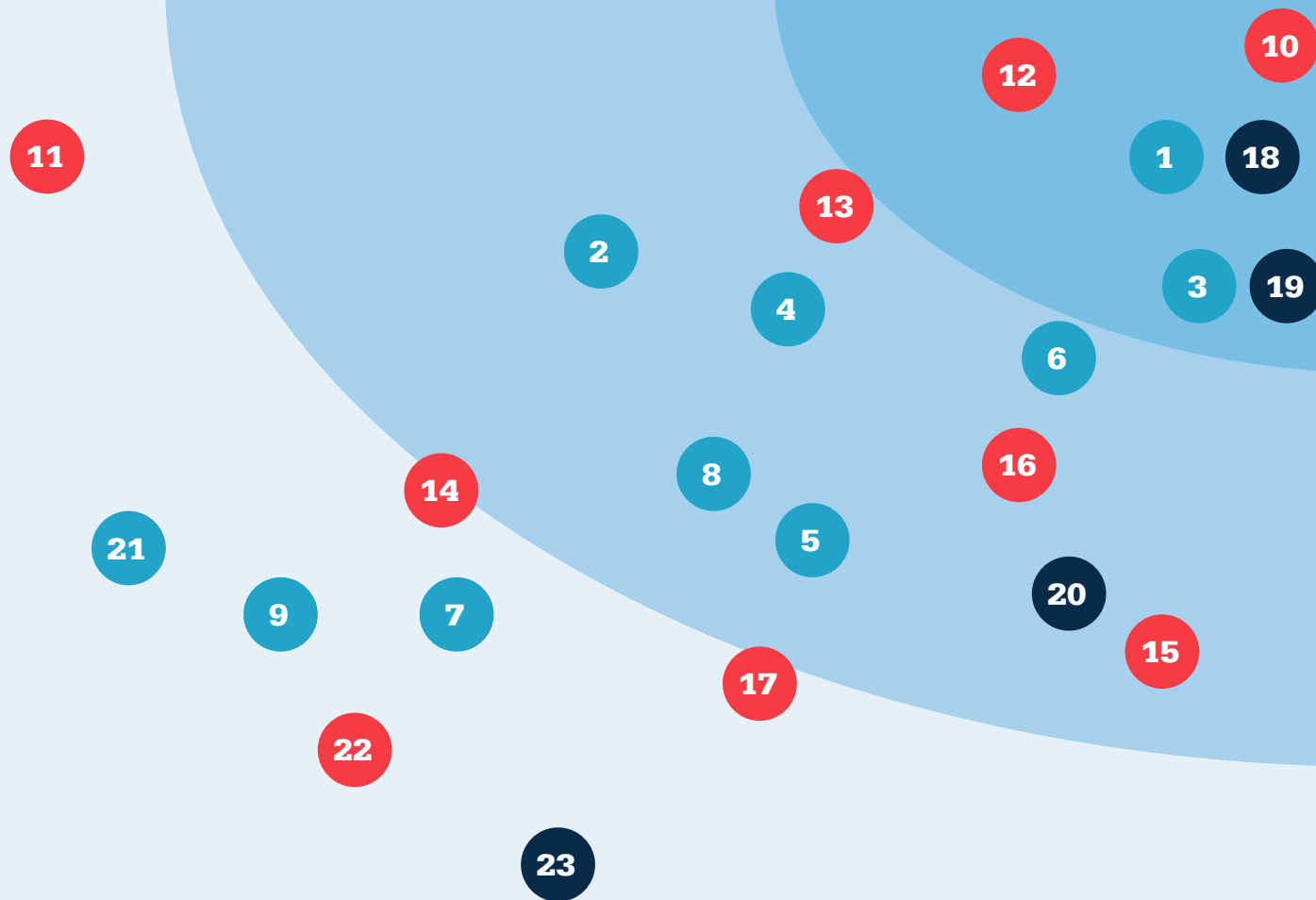
What comes next is about putting that insight into work. These learnings are shaping our five-year roadmap and KPIs, helping us turn strategy into tangible action.

As sustainability reporting expectations continue to evolve, 2026 will be a pivotal year. We're advancing toward third-party verified, science-backed data to more accurately track our emissions and performance. More importantly, this isn't a one-time milestone. It's an ongoing commitment to focus, accountability, and meaningful progress for our business, our communities, and the landscapes we depend on. Let's get it!

ENVIRONMENTAL	
1	Environmental Management
2	Emissions Control & Pollution Management - Water
3	Sustainable Agriculture & Sourcing
4	Emissions Control & Pollution Management - Air
5	Environmental Stewardship
6	Resource Management & Availability
7	Decarbonization
8	Waste Management & Recycling
9	Biodiversity / Nature Impacts
21	Grower Specific Initiatives
SOCIAL	
10	Product Quality & Safety
11	Fair Labor Practices
12	Health & Safety
13	Employee Engagement
14	Compensation Benefits
15	Data Privacy - Cybersecurity
16	Customer Engagement
17	Training Development
22	Community Engagements / Investments
GOVERNANCE	
18	Ethics Compliance
19	Corporate Governance & Organizational Structure
20	Ownership & Shareholder Rights
23	Risk Management

IMPORTANCE TO STAKEHOLDERS

INFLUENCE ON BUSINESS SUCCESS



PERFORMANCE TRACKER 2025

● 70-100% OF GOAL
 ● 30-69% OF GOAL
 ● 0-29% OF GOAL

AREA OF FOCUS	GOAL TO ACHIEVE BY 2025	2019 PERFORMANCE (BASELINE YEAR)	2022 PERFORMANCE	2023 PERFORMANCE	2024 PERFORMANCE	2025 PERFORMANCE	OVERALL STATUS
	PROTECTING OUR PLANET						
	REDUCE Scope 1, 2 Greenhouse Gas Emissions by 50% (based on 2019 baseline intensity ratio)	100%	35%	38%	58%	60%	●
	PROCURE 100% renewable energy for our domestic operations	55%	81%	86%	89%	98%	●
	ACHIEVE carbon neutrality on 50% of all our shipments	X	26%	27%	10%	15%	●
	RESEARCH and implement anaerobic digestion as a renewable on-site energy source for operations	X	✓	✓	✓	✓	●
	HEALTHY HOPS						
	ENSURE 100% of our growers participating in greenhouse gas emissions tool	0%	15%	15%	10%	46%	●
	VERIFY 100% of our family farm facilities are 'Green Status' Green Chief® Level	71%	98%	99%	100%	100%	●
	THRIVING FARMS						
	MAINTAIN a Return-to-Grower rate of 75% or higher	78%	75%	75%	75%	75%	●
	PROVIDE continual learning opportunities to our growers through our Green Chief Program	✓	✓	✓	✓	✓	●
	PRODUCT EXCELLENCE						
	ENSURE 100% of our packaging materials are reusable, recyclable, or compostable	82%	94%	95%	96%	96%	●
	REPLACE 100% of mylar foil packaging	In Progress	In Progress	In Progress	In Progress	In Progress	●
	MAINTAIN a customer satisfaction rate above 90%	86%	98%	90%	93%	94%	●
	EMPOWERING PEOPLE						
	ENSURE zero time loss incidents from employees	0	X	7	0	0	●
	INCREASE % of women in leadership positions	N/A	14%	18%	18%	15%	●
	INCREASE diverse representation such as BIPOC in leadership positions	N/A	22%	27%	26%	28%	●
	ACHIEVE 85% employee retention rate	86%	86%	82%	88%	91%	●
	GROWING OUR COMMUNITY						
	CONTRIBUTE 1% of sales towards community enhancement projects	0%	0%	0%	0%	0%	●
	ACHIEVE 50% employee participation rate in YCH volunteer program**	41%	18%	19%	32%	29%	●
	ACHIEVE 50% employee utilization of 'give-back' dollars towards NGO of their choice**	54%	10%	27%	14%	13%	●

* Due to circumstances revolving around the pandemic, YCH temporarily paused this program.

** Reevaluated and adjusted goal.

PERFORMANCE TRACKER 2025

As we close out our 5-year run of sustainability goals (2020 – 2025), we're tremendously proud of the progress made across our operations, communities and grower network, while recognizing there is still more work ahead of us. We saw success in areas such as scope 1 & 2 emissions and accelerating our renewable energy transition, while gaining a clearer understanding of where impact is hardest to move. These learnings are shaping how we approach our next phase of goals as we enter the next five-year stretch. Building on this progress, we're setting up a new set of 2030 goals focused on scaling impact rooted in stronger datapoints, deeper partnerships, and clearer understanding of where we can drive the greatest impact. Our new set of goals will be focused on scaling regenerative agriculture and climate action and pushing for more engagement in our communities.

AREA OF FOCUS	GOAL TO ACHIEVE BY 2030	2025 (BASELINE YEAR)	2030 (TARGET YEAR)
	PROTECTING OUR PLANET		
	REDUCE Scope 1 & 2 emissions by 25% by 2030 compared to our 2023 baseline. *	1,195 tCO2e	IN PROGRESS
	REDUCE Scope 3 emissions by 20% by 2030 across key categories guided by science-based climate pathways.	66,233.38 tCO2e	IN PROGRESS
	PROCURE or produce 100% renewable electricity for all global operations by 2030.	98%	IN PROGRESS
	DEVELOP & implement Climate Action Roadmap to guide carbon reduction and resilience efforts.	0%	IN PROGRESS
	PUBLISH carbon footprint information for all products in our portfolio by 2030.	0%	IN PROGRESS
	HEALTHY HOPS		
	BY 2030 all family farms uploading carbon and water data into the Cool Farm Tool to support full sustainability measurement and verification.	0%	IN PROGRESS
	ACHIEVE 100% Green Status Green Chief® level across all family farm facilities.	100%	IN PROGRESS
	DEVELOP and publish variety-level carbon footprint data for 100% hop varieties by 2030.	0%	IN PROGRESS
	ACHIEVE regenerative practice adoption across 100% of family farms by 2030.	71%	IN PROGRESS
	THRIVING FARMS		
	MAINTAIN a Return-to-Grower rate of 75% or higher	75%	IN PROGRESS
	ENGAGE our grower network annually through the Green Chief® Program, delivering learning opportunities focused on continuous improvement and on-farm sustainability.	6 EVENTS	IN PROGRESS
	PRODUCT EXCELLENCE		
	ACHIEVE and maintain a waste diversion rate of at least 85% across operations by 2030.	80%	IN PROGRESS
	INCREASE average post-consumer recycled (PCR) content to 35% by weight across key packaging formats by 2030.	0%	IN PROGRESS
	MAINTAIN a customer satisfaction rate above 90%	94%	IN PROGRESS
	EMPOWERING PEOPLE		
	INCREASE diverse representation at all levels by 2030.	55%	IN PROGRESS
	ACHIEVE a 50% participation rate of in continuing education programs.	17%	IN PROGRESS
	MAINTAIN maintain employee retention rate of 86% or higher by 2030.	9%	IN PROGRESS
	GROWING OUR COMMUNITY		
	CONTRIBUTE \$300,000 annually toward community enhancement and environmental stewardship projects. (both in-kind & monetary donations)	\$128,000	IN PROGRESS
	ACHIEVE 50% employee participation in volunteer programs, contributing 1,000 annual volunteer hours each year.	18%	IN PROGRESS

* 2023 represents our first year of third-party verified greenhouse gas inventory and serves as the baseline for our next phase of target setting.

PROTECTING OUR PLANET



The future of hops, and the beers they help create, starts with protecting the place they come from.

As a company rooted in family farms across the Pacific Northwest, we live this every day. The snowpack in the mountains, the rivers that run through our valleys, and the soils beneath our feet don't just support our work; they define it. Without healthy ecosystems, there is no resilient agriculture, no thriving communities, and no future for the craft we love.

And it's personal. The same landscapes that sustain our growers' livelihoods are the ones we spend our time in, on the water or on the trail. Access to these matters. Not just for us, but for everyone. Because the outdoors should remain what it's always been: a shared resource, open and protected for future generations.

That belief drives how we show up. From advancing regenerative practices on the farm to eliminating waste in our operations and cutting back emissions, we're focused on solutions that strengthen the land while supporting the people who depend on it.

But stewardship alone isn't enough. Protecting these landscapes requires durable, system-level change. That's why we've worked alongside legislators, nonprofit partners, and bipartisan coalitions to advocate for policies that keep public lands in public hands, protect the headwaters that feed our rivers, prevent development that threatens working lands downstream, and ensure equitable access to the outdoors for all.

This is what protecting our planet looks like in practice: caring for the land that sustains our business, standing up for the places that shape our communities, and building a future where agriculture and the environment don't just coexist, but thrive together.





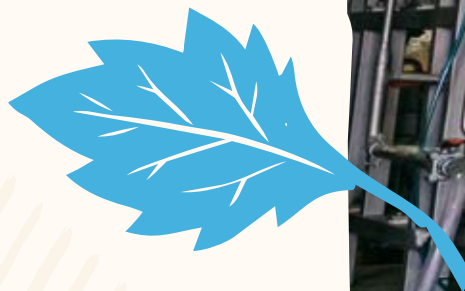
OUR CLIMATE

We know our existence as a company leaves a mark on the planet, and we take that responsibility seriously.

At Yakima Chief Hops, our goal is not just to minimize impact, but to actively regenerate the systems we rely on. From the soil that grows our hops to the energy that powers our operations, we are committed to climate stewardship and collaboration across the brewing value chain.

With 2025 marking the conclusion of our 2020 commitments, we are proud to have achieved our target of reducing Scope 1 and 2 greenhouse gas emissions by 50%. Building on this success, we established a comprehensive decarbonization roadmap to guide high-impact reductions across our operations and supply chain. By leveraging advanced carbon accounting, forecasting future emissions, and expanding our CO₂ recovery efforts with support from a new grant, we are ensuring that our climate strategy is rigorous, measurable, and forward-looking.

Investments in energy efficiency, renewable electricity, and operational improvements have already lowered our carbon intensity, and renewable electricity now powers the majority of our domestic operations. These efforts, combined with ongoing collaboration with growers, brewers, and industry partners, reflect our commitment to reducing our footprint while supporting climate-ready agriculture and a resilient brewing industry. We're not just reducing impact; we're shaping for a more resilient and regenerative future for hops, beer, and the communities that depend on them. By combining innovation, strategic planning, and partnerships across our value chain, Yakima Chief Hops is helping lead the brewing industry toward meaningful climate action.





SCOPE 1: 1,044tCO₂e (+4.2%YOY) – DIRECT SOURCES:

Emissions directly occurring from sources that are owned or controlled by the institution, including: on-campus stationary combustion of fossil fuels; mobile combustion of fossil fuels and “fugitive” emissions.

SCOPE 2: 2,135tCO₂e (-16.1%) – INDIRECT SOURCES:

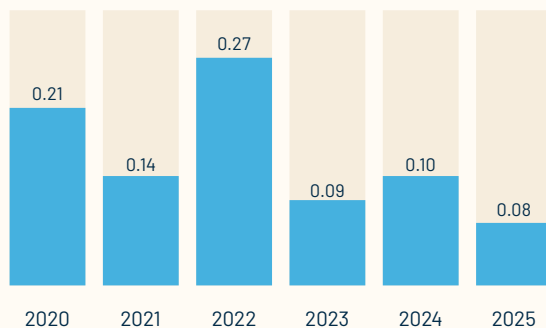
Emissions generated in the production of electricity consumed by the institution.

SCOPE 3: 65,294tCO₂e (-14.5%) – UPSTREAM & DOWNSTREAM SOURCES:

All other indirect emissions that occur in the value chain of the reporting company, including both upstream and downstream.

GREENHOUSE GAS INTENSITY RATIO

LBS OF CO₂ / LBS OF HOPS - MEASURED AGAINST RAW HOP EQUIVALENT




20%
DECREASE FROM 2024



2025 CLIMATE IMPACT HIGHLIGHTS:

- 50% reduction in Scope 1 and 2 emissions, achieving our 2020 target.
- Expanded CO₂ recovery efforts through a new grant, building on existing systems to capture and reuse emissions more effectively.
- Average carbon footprint of family hop farm is 1,575 kg CO₂e/acre.



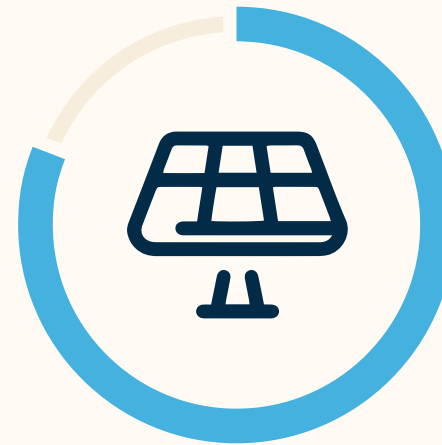
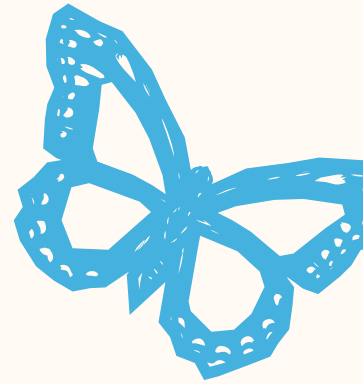
OUR ENERGY

The way forward is clear: renewable energy must lead. No sidelines, no shortcuts...just action.

Around here, we like to refer to our business as 'people-powered,' but the reality is that it still takes energy to keep the lights on. That said, we've made meaningful progress in shrinking our electricity footprint and shifting toward predominantly renewable sources, a goal we set back in 2020 and one we're genuinely proud of.

Today, 99% of our U.S. electricity is sourced through Pacific Power's Blue Sky® renewable energy program. When combined with on-site generation in both the U.S. and Belgium, plus renewable energy across our broader facility portfolio, we've reached 98% renewable electricity globally. This progress goes beyond checking a box; it's a key driver in our broader

commitment to cut greenhouse gas emissions in half across owned facilities. In 2020, YCH emitted 6,020 metric tons (MT) of carbon dioxide equivalent (CO2e), a standardized metric used to compare the impact of different greenhouse gases. By 2024, we reduced that number to 3,973 MT CO2e. Increasing our use of renewable energy has played a major role in that progress, and we're focused on continuing that momentum.



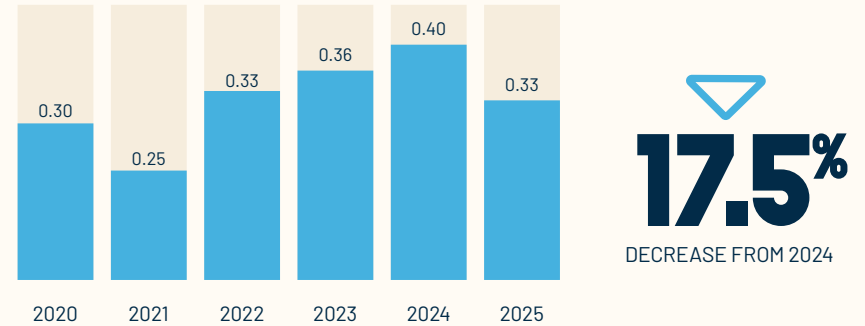
98%
RENEWABLE
SOURCED
ENERGY





ENERGY INTENSITY RATIO

KWH/LBS OF HOPS - MEASURED AGAINST RAW HOP EQUIVALENT



2025 ENERGY IMPACT HIGHLIGHTS:

- 28% reduction in operational water use through recycling and closed-loop systems.
- Saving 10,000 gallons of cooling water per day in our extract plant thanks to our new URACA recirculation system.
- Average farm irrigates 300,000 gallons of water per acre.
- Through our partnership with Washington Wild, we signed onto 17 conservation letters to Congress supporting the protection of critical waterways.



OUR WATER

Water is the lifeblood of hops, beer, and the communities that rely on them.

In the face of changing weather patterns and increasing drought risk, safeguarding this resource is critical to the future of our industry. Here at YCH, water stewardship goes beyond conservation; it's rooted in building resiliency across our farms and our operations.

Our hop growers are leading the way with smart, adaptive practices that make every drop count. Advanced irrigation systems, soil moisture sensors, and data-driven scheduling help optimize water use while maintaining crop health and quality. These strategies not only reduce water loss but also strengthen the long-term resilience of our farms in arid climates.

On the operations side, we've implemented systems to minimize water use and recycle it wherever possible. Our on-site irrigation pond captures water from non-contact cooling processes in our extraction plant, keeping it in circulation for irrigation and supporting local wildlife. Recent upgrades, including the installation of a URACA pump, have improved water efficiency and system reliability, ensuring that resources are used wisely and sustainably. In 2025, we saved 10,000 gallons of water per day, resulting in a 23% decrease in our corporate water footprint.

What we are doing is for the long haul. We are pushing innovation and dialing in smarter practices across our supply chain. Because at the end of the day, it's simple: no water, no hops, no beer.

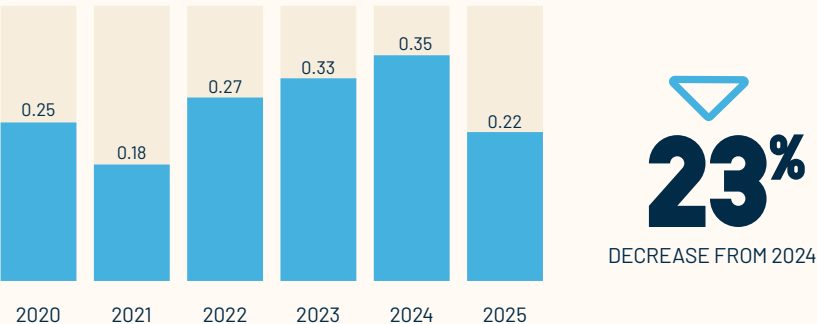
As harsh as it may be, that truth keeps us moving. It's why we invest, why we collaborate, and why we don't let up.





WATER INTENSITY RATIO

GAL of Water/LBS of Hops - Measured Against Raw Hop Equivalent



2025 WATER IMPACT HIGHLIGHTS:

- 28% reduction in operational water use through recycling and closed-loop systems.
- Saving 10,000 gallons of cooling water per day in our extract plant thanks to our new URACA recirculation system.
- Average farm irrigates 300,000 gallons of water per acre.
- Through our partnership with Washington Wild, we signed onto 17 conservation letters to Congress supporting the protection of critical waterways.



OUR WASTE

Waste isn't the end of the story; it's the start of what's next.

At Yakima Chief Hops, we treat every output as a resource in disguise. That means designing products for reuse, finding second lives for them, and keeping materials moving rather than piling up. A circular mindset isn't a side project for us; it's how we source materials for all our operational needs.

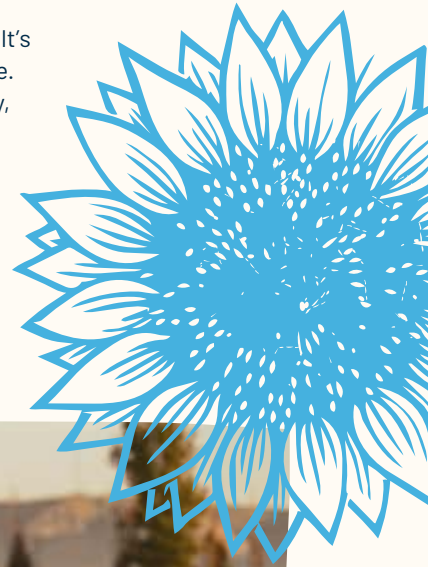
One of the clearest examples is our partnership with TerraCycle, where we've already kept nearly 70,000 pounds of Mylar hop bags out of landfills. It's one of the toughest waste streams in brewing, and we're not backing off; we've scaled upward. At the same time, we're pushing forward with smarter packaging choices, from incorporating post consumer recycled materials (PCR) stretch film and lighter materials, while finding better outlets for what we can't yet redesign.

We take the same approach with organic byproducts. What used to be considered waste now fuels something new: spent hops feeding local cattle, used bales getting a second run on farms, and bio-waste returning to the soil through composting partnerships like Natural Selection Farms. It's a full-circle system that supports the land that supports us.

And we're bringing that mindset to every touchpoint. What we proved at our zero-waste Hop & Brew School®, achieving a 92% diversion rate, is just the beginning. From the way we design events to how we operate day in and day out, we're rethinking waste, challenging the status quo, and raising the bar on what responsible production can look like.

Reducing and reusing isn't just about doing less harm. It's about unlocking more value from what we already have. When we get that right, waste becomes an opportunity, and the whole system gets stronger.

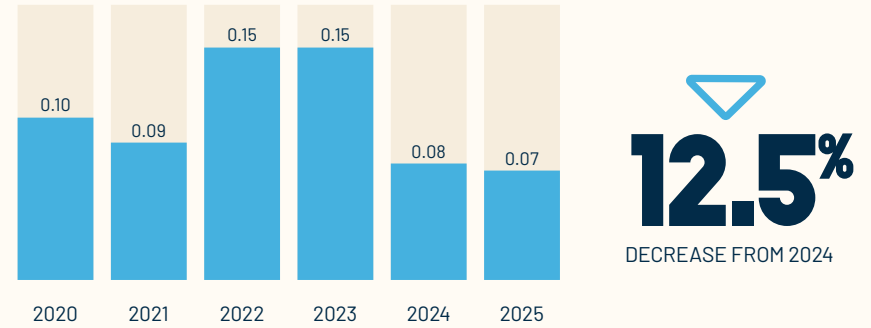
Take our 180KG boxes, for example. Housing 180 kilograms of Type 90 pellets destined for extract, these boxes are used several times before they are discarded into the recycling bin. We are big believers in the triple R mentality of recycling. Reduce. Reuse. Then Recycle.





WASTE INTENSITY RATIO

LBS of Garbage/LBS of Hops - Measured Against Raw Hop Equivalent



2025 WASTE IMPACT HIGHLIGHTS:

- ~115,000 pounds of Mylar foil packaging recycled through TerraCycle® and waste-to-energy programs.
- 5,000 tons of spent hops from extraction were repurposed for cattle feed and agricultural reuse.
- 300,000 pounds of used hops sent to the local compost company to be turned into soil.
- ~800,000 pounds of waste diverted from landfill.







ON THE HORIZON

Building a Sustainable Future, Farm to Brewery

We're just getting started, and the road ahead has us fired up. Our focus is clear: connect every step of the hop journey to sustainability, from the soil under our feet to the water used to create world-class beer.

Over the months ahead, we're doubling down on the tools and practices that make this possible:

- **Farm-level insights:** Collecting granular, data-driven information across our farms to better understand resource use, crop performance, and environmental impact.
- **Operational efficiencies:** Investing in smarter, more efficient processes across our facilities to minimize resource use and reduce waste.
- **Transparent reporting:** Sharing our progress through ESG frameworks that provide measurable value from our growers to our brewing customers.
- **Product-level traceability:** Providing detailed insights into the varieties and products we create, giving breweries the information they need to reduce their footprints and make informed, sustainable choices.

But it's not just about systems and data; it's also about inspiration. We're looking to the future with a mindset of experimentation and collaboration. This could take on many forms, but we are leaning into:

- Piloting new regenerative practices that restore native ecosystems in our valleys.
- Expanding circular solutions that reduce waste across the supply chain.
- Partnering with other brands, nonprofits, and public agencies to protect water, soil, and public lands that feed and fuel our communities.
- Exploring ways to engage drinkers in sustainability, turning awareness into action.

The journey ahead is long, but we're stoked about it. We want to show what's possible when sustainability is embedded throughout the hop supply chain and to prove that protecting our planet is essential to the world we all share.

HEALTHY HOPS



Healthy hops are the outcome of integrated systems that link plant health, soil function, and farm resilience from the ground up.

As climate pressures intensify and water becomes less predictable, the future of hops depends on the strength of the systems that support them. At Yakima Chief Hops, we define “healthy hops” as more than crop performance; it’s the outcome of aligned efforts across breeding, farming, and production that protect both environmental and economic resilience.

That work begins at the earliest stage: plant health. Through our partnership with Yakima Chief Ranches, we invest in breeding and developing virus-free planting material to ensure a strong, consistent start in the field. Clean plants set the foundation for everything that follows, supporting vigor, yield stability, and the expression of the aroma and oil profiles that brewers depend on.

From there, our approach is grower-led. We listen first, learn alongside our partners, and carry those insights through every step of the process. Because at its core, every hop product is an agricultural product; they are grown, not made. No matter the format, it all begins as a living plant rooted in soil, supported by complex underground ecosystems that drive nutrient cycling, water retention, and long-term field health.

Protecting and strengthening these systems is central to our philosophy. Through our Green Chief® Program, we collaborate with growers to implement practical, data-driven approaches that improve efficiency, build soil health, and enhance farm resilience. This is long-term work, focused on ensuring these landscapes continue to produce high-quality hops for generations.

When we invest in healthy hops, we invest in the future of agriculture, the resilience of our supply chain, and the communities that make great beer possible.





GROWING TOGETHER

Growing hops has always taken dedication, and today's growers are pushing that craft forward in new ways, together.

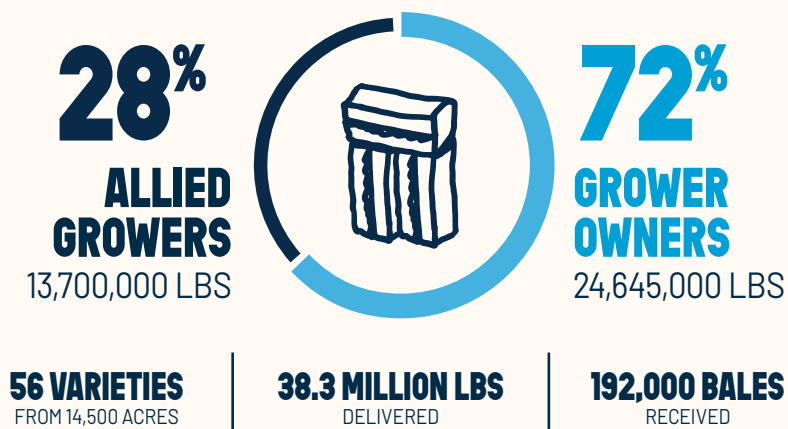
Hop production continues to evolve as growers respond to changing environmental conditions and shifting market needs. Meeting these challenges requires more than individual effort; it depends on strong partnerships, open knowledge-sharing, and a commitment to continuous improvement across the hop community.

At Yakima Chief Hops, our grower network is built on this spirit of working together, recognizing that the long-term success of hop farming is strengthened when growers learn from one another and advance solutions collectively.

Our Green Chief® Program serves as a catalyst for growers across regions, providing a consistent framework for sharing best practices, tracking progress, and advancing responsible farming approaches while still allowing each farm to operate in ways best suited to its local conditions. Many of our grower partners further reinforce these commitments through third-party certifications such as GLOBAL G.A.P. and Salmon-Safe, demonstrating alignment with rigorous environmental and operational standards in addition to their participation in Green Chief.

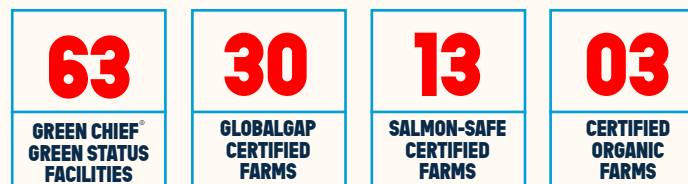
Our grower network is built on resilience, quality, and stewardship, strengthened by a shared commitment to transparency. That openness drives learning, progress, and trust across the supply chain. The 2025 Harvest Recap captures the scale and impact of that collective effort.

2025 YCH HARVEST BREAKDOWN



STAMPS OF APPROVAL

While our hop growers are humble characters, we are proud of their triumphs and would like to acknowledge the hard work they put in to create a sustainable supply of high-quality hops. Take a look at last year's breakdown of farm certifications.



TOP 10 VARIETIES

1. **Citra® Brand**
2. **Mosaic® Brand**
3. **Simcoe® Brand**
4. **CTZ**
5. **HBC 602**
6. **Cascade**
7. **Amarillo® Brand**
8. **Centennial**
9. **Chinook**
10. **Ekuanot® Brand**

YAKIMA VALLEY

WASHINGTON

62,088,300 LBS HARVESTED IN 2025
28,640,307 LBS DELIVERED TO YCH IN 2025

50 TOTAL FARMS

15 GROWER OWNERS

45 ALLIED GROWERS

56 VARIETIES GROWN

14,500 TOTAL ACRES

WILLAMETTE VALLEY

OREGON

9,471,900 LBS HARVESTED IN 2025
4,124,389 LBS DELIVERED TO YCH IN 2025

TREASURE VALLEY

IDAHO

11,637,200 LBS HARVESTED IN 2025
3,539,425 LBS DELIVERED TO YCH IN 2025

A REGENERATIVE APPROACH

The future of hops is rooted in the health of our soils.

Building healthier farm systems is central to this vision. At its core, this work focuses on restoring and strengthening soil health through practices grounded in ecological principles. We refer to the simple phase around here as “working with nature, not against it”. It seems simple enough, but this is a complex topic. So, what does this look like? This includes reduced soil disturbance, cover cropping, adaptive grazing where applicable, and more precise use of fertilizers and crop protection. The list of benefits is long, but we are seeing that when these practices are implemented, they contribute to rebuilding soil function, supporting biodiversity, improving water retention, and enhancing overall farm resilience. It’s about going beyond merely maintaining the status quo; our growers are actively working to improve conditions over time.

Through our Green Chief® Program, these principles are embedded into a practical, outcomes-driven framework that helps growers measure progress, refine their approach, and share what works across the hop community. By supporting continuous improvement and long-term stewardship, this work creates a reinforcing cycle: healthier soils and ecosystems lead to stronger, more resilient hop crops.

Key regenerative practices being implemented by our growers include:

- Planting cover crops to protect soil, reduce erosion, and build organic matter
- Recycling organic materials, including returning hop residues and compost to fields to support nutrient cycling
- Using soil health amendments and biological inputs to strengthen plant-soil systems
- Implementing precision irrigation and soil-moisture monitoring to improve water-use efficiency
- Practicing deficit and optimized irrigation scheduling to conserve water while maintaining crop performance
- Applying Integrated Pest Management (IPM) approaches that emphasize scouting, beneficial insects, and threshold-based decisions
- Reducing field disturbance through fewer passes, targeted inputs, and reduced soil disruption.





WORKING WITH NATURE TO GROW THE FUTURE OF HOPS

Building stronger farm systems means allowing the land to do more of the work itself. Practices grounded in ecological principles help restore soil function, improve water retention, support biodiversity, and strengthen resilience in the face of a changing climate. The result is land that doesn't just sustain production but improves over time.

For brewers, this work translates directly into value. Healthier soils and ecosystems create a more resilient hop supply, greater crop consistency, and increased long-term stability across the brewing value chain. Farms that invest in these approaches are better equipped to navigate drought, extreme weather, and shifting conditions—helping ensure reliable access to high-quality hops today while protecting the landscapes that will support brewing into the future.

Across our grower network, this is not a one-size-fits-all approach; it's a shared mindset. We've evolved our framework to better capture on-farm sustainability practices and understand impact from field to pint. Just as importantly, it brings growers together to align around the practices driving progress, creating a space to learn from one another and advance as a collective. Growers adapt these approaches to their unique environments, continuously improving soil health, water stewardship, and overall farm performance.

2025 BY THE NUMBERS:

- 74% of farms implement these practices across $\geq 75\%$ of acreage
- 71% of farms use cover crops across 76% of fields
- 100% of farms use irrigation scheduling tools to optimize water use
- 94% of growers preserving primary habitat areas on or around farms
- 93.5% of farms utilize energy-efficient LED lighting in facilities
- 58% of farms use renewable energy to power buildings





YAKIMA CHIEF *Ranches*

Healthy hops begin long before they reach the field; they originate at the plant's physiological level which starts in the nursery. Strong, clean plant material sets the foundation for plant vigor, consistency, and long-term performance.

This is where our relationship with Yakima Chief Ranches (YCR) plays a critical role. For more than 30 years, YCH and YCR have worked in close partnership as an integrated supply chain spanning breeding, propagation, farming, and delivery to brewers. While YCH focuses on connecting growers with brewers and delivering hop products, YCR specializes in hop breeding, nursery operations, and developing new and improved varieties.

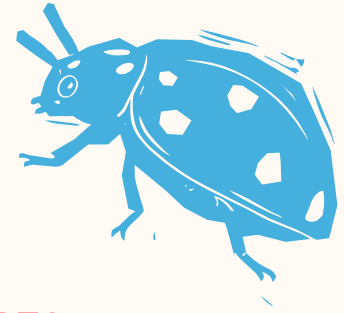
YCR is a grower-owned organization dedicated to advancing hop genetics and supporting the evolving needs of growers and brewers. As a member of Hop Breeding Company (HBC), YCR contributes to research and development efforts that identify, trial, and release premium hop varieties. Their work includes maintaining virus-free plant material, evaluating new genetics, and developing varieties that balance strong agronomic performance with desirable brewing characteristics.

On the ground, this work is brought to life through collaboration with growers—testing varieties in real-world conditions and sharing insights that help inform planting and farm management decisions. By aligning breeding innovation with field application, YCR helps ensure new plant material is both high-quality at the source and practical in the field.

Healthier plants contribute to more consistent yields, improved agronomic performance, and greater resource efficiency, supporting farm profitability while strengthening the long-term sustainability of hop production.



NURSERY IMPROVEMENTS



AGRONOMIC PERFORMANCE:

A paper-based propagation system that reduces plastic use by up to ~80% while supporting healthier root development. The new pots encourage air pruning, which promotes stronger lateral root growth, increases root mass, improves water management, and shortens propagation time by several days, leading to more efficient greenhouse cycles.

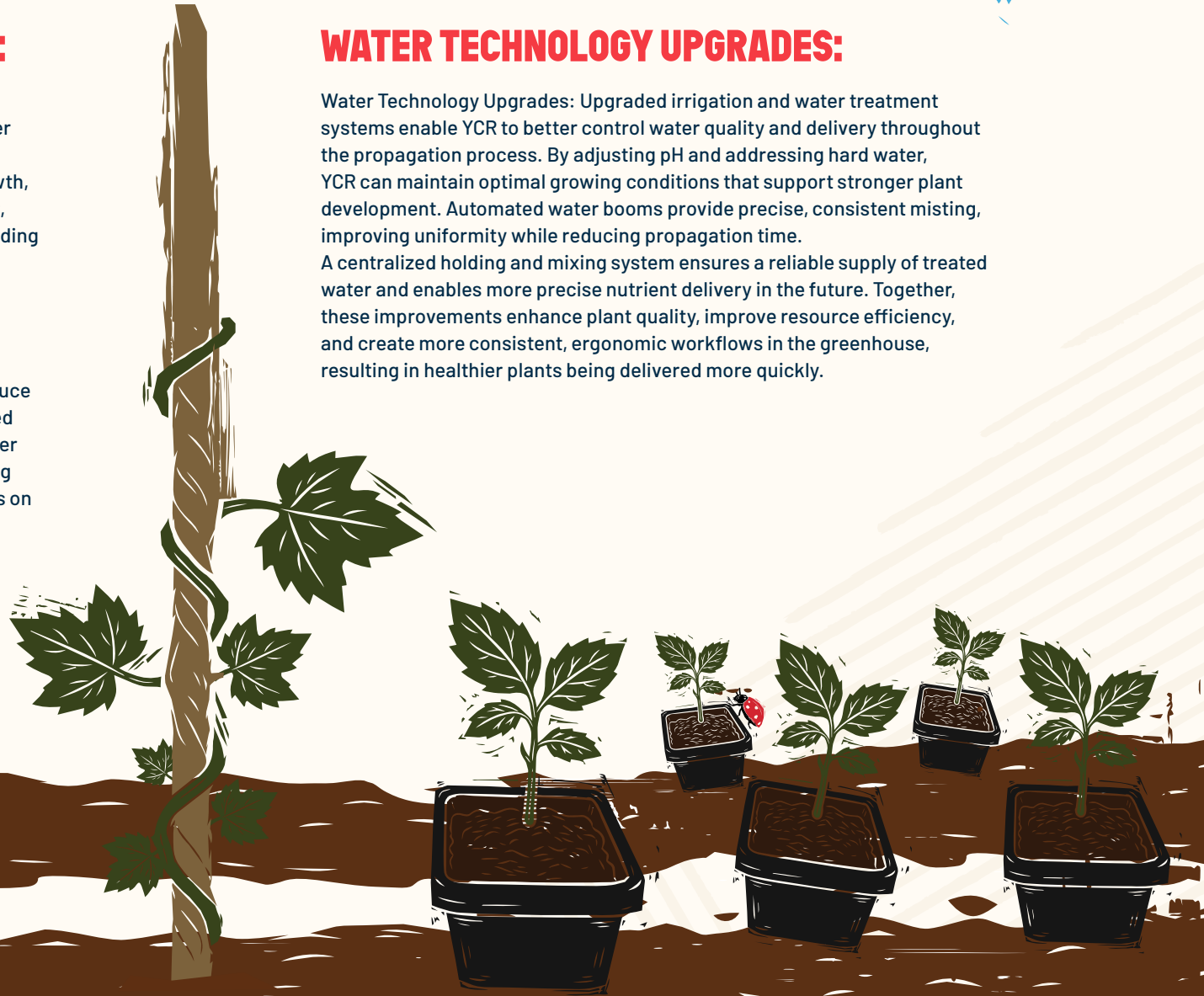
AUTOMATION:

Automation: Upgraded propagation workflows reduce manual handling and improve efficiency. Automated filling and tray handling streamline operations, lower labor intensity, and enable more ergonomic working conditions, while freeing up time for teams to focus on higher-value tasks across the greenhouse.

WATER TECHNOLOGY UPGRADES:

Water Technology Upgrades: Upgraded irrigation and water treatment systems enable YCR to better control water quality and delivery throughout the propagation process. By adjusting pH and addressing hard water, YCR can maintain optimal growing conditions that support stronger plant development. Automated water booms provide precise, consistent misting, improving uniformity while reducing propagation time.

A centralized holding and mixing system ensures a reliable supply of treated water and enables more precise nutrient delivery in the future. Together, these improvements enhance plant quality, improve resource efficiency, and create more consistent, ergonomic workflows in the greenhouse, resulting in healthier plants being delivered more quickly.



BREEDING BETTER HOPS AT EVERY STEP

Developing new hop varieties is a long game, and one that only works when all parts of the system work together. The breeding approach is designed to balance grower needs, operational realities, and brewing outcomes.

By evaluating varieties at each stage of the process, we focus on building hops that perform in the real world, supporting growers with practical, resilient traits, improving efficiency throughout processing, and delivering the consistency and quality brewers rely on.



AGRONOMIC PERFORMANCE

It starts in the field. New varieties are evaluated for yield, disease resilience, and traits that make them practical to grow and harvest. Yield remains a key driver, with steady gains across the breeding pipeline, adding roughly one bale per acre every 4–6 years.

Today's aroma varieties are closing the gap with traditional alpha cultivars, with some exceeding 3,500 lbs/acre under the right conditions. Alongside yield, we focus heavily on disease tolerance, screening for powdery mildew, and evaluating downy mildew performance across regions. We also look at how varieties respond to irrigation and water availability. By understanding how varieties perform under varying resource conditions, we can help growers use inputs more efficiently while maintaining strong plant health and consistent performance.



PROCESSING PERFORMANCE

Hop breeding is all about momentum building. Once harvested, hops need to perform as well through processing as they do in the field. We evaluate how varieties respond to kilning and pelletizing, focusing on cone structure, moisture behavior, and overall processability. A variety may show strong promise in the field, but if it presents processing challenges, we take that seriously and flag it early in the evaluation process.

Storage stability is another key factor. By tracking how alpha acids and other compounds change over time, we can better understand how a variety will hold up from harvest through storage and into use. Varieties that process cleanly and consistently help reduce friction in the system and support more predictable outcomes at scale.



BREWING QUALITY

At the end of the day, it all comes back to the glass. Let's put it this way...there are no shortages of spider graphs around these parts. New varieties undergo extensive pilot brewing and sensory evaluation to understand how aroma and flavor translate into the finished beer.

This includes working closely with brewers to test real-world performance across styles and applications, as well as our own full suite of sensory markers. We're looking at consistency, expression, and how well key characteristics carry through the brewing process. Early and ongoing brewer input helps ensure new varieties aren't just interesting on paper...they're actually useful in practice.

BREEDING EFFICIENCIES & INNOVATION

Advances in breeding tools are helping improve both the pace and precision of development. YCR's newly equipped state-of-the-art laboratory supports this work with the tools needed to evaluate and design cleaner plant tissues. Molecular marker technology enables earlier identification of promising genetic traits, helping to focus efforts on seedlings with the highest potential.

Near-infrared (NIR) analysis adds another layer, enabling rapid screening of traits like alpha acids, beta acids, and total oil content without relying solely on traditional lab methods. These tools make it possible to evaluate more material, more quickly, while reducing time and resource intensity.

The result is a more efficient breeding process that brings high-performing varieties faster, without compromising relevance.





ON THE HORIZON

Our vision is to continue exploring regenerative third-party certifications and what they can mean in practice for our industry. We're also focused on strengthening collaboration across the supply chain, including with growers, brewers, and professional partners, to align on sustainability strategies that deliver value on both ends and clarify how regenerative agriculture is defined and applied.

Key areas of focus include:

- Advancing regenerative certification pathways: Evaluating third-party frameworks that can help provide credible, practical guidance while reflecting real-world farming conditions.
- Building supply chain coalitions: Bringing growers and brewers together to align shared sustainability goals, creating more consistency, transparency, and value across the system.
- Clarifying regenerative agriculture in practice: Contributing to a more unified understanding of what regenerative approaches look like on the ground, with parameters that are meaningful and actionable.
- Continuing progress in hop breeding: Advancing the development of world-class varieties with a focus on reducing impact early in the pipeline and carrying that through into varieties that deliver strong performance, efficiency, and quality for brewers.



THRIVING FARMS



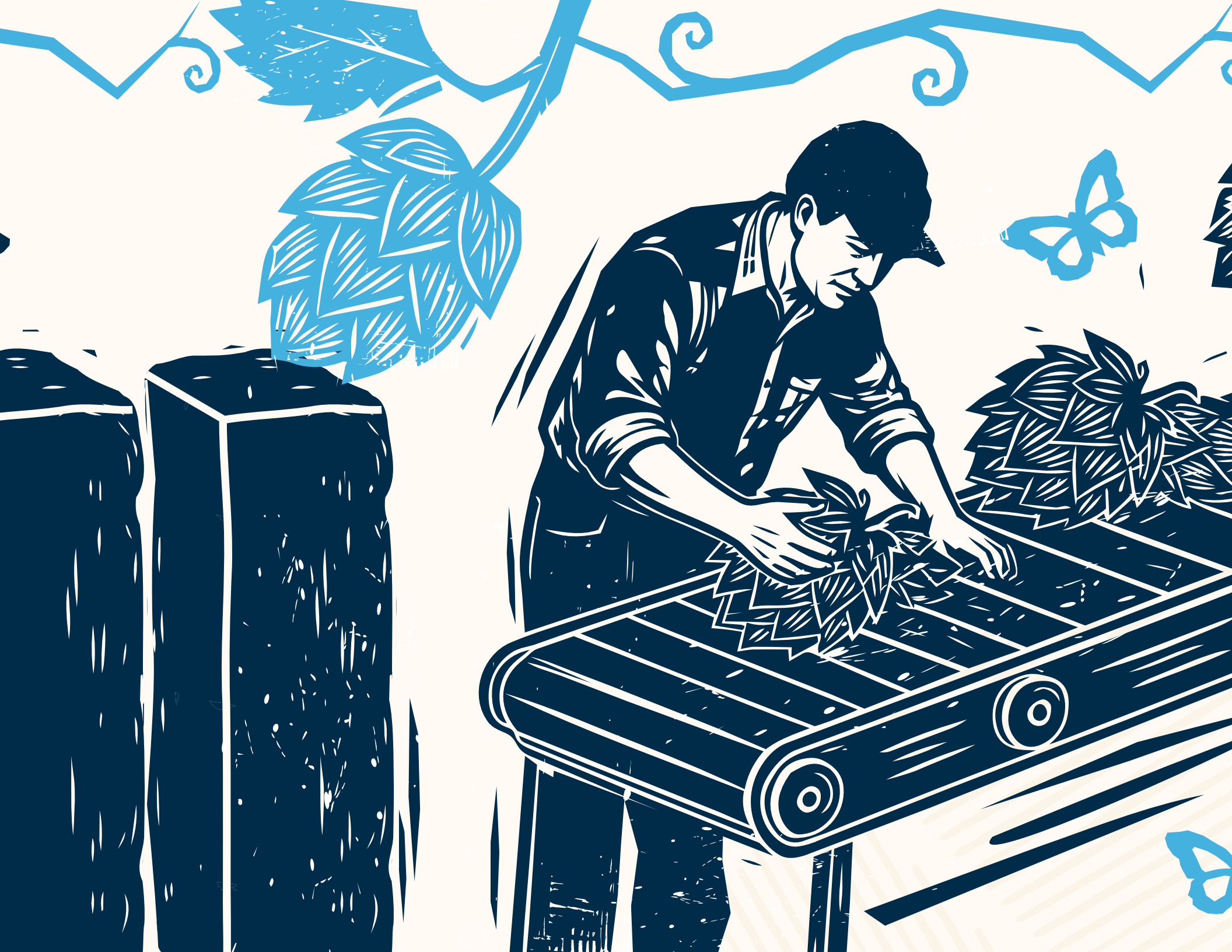
Hop farming is a labor of resilience, innovation, and care.

Every hop starts on a farm, and every farm starts with people who are dedicated and genuinely care. Thriving farms are more than acres of hops; they are living systems where intelligent operations, skilled teams, and thoughtful processes come together to deliver consistent quality while focusing on sustainability.

Our growers are constantly innovating, adopting new tools, refining practices, and finding improved ways to work with the land. They are also investing in their people, supporting the next generation of farm leaders and problem solvers. A large part of our ability to support them comes through our Return to Grower (RTG) program. We recognize that our growers are our leaders. They set the pace and scale of production, and we reward their expertise with industry-leading returns so they can continue the legacy of producing quality hop varieties year after year, generation to generation.

The result? Hops that meet the highest standards, farms that operate efficiently and sustainably, and communities that are stronger for it. Thriving farms are the foundation of everything we do. By supporting operations and advancing processes, YCH is helping hop farms not just survive but flourish, today and for generations to come.





STABILITY IN A SHIFTING INDUSTRY

The beer industry has felt its pressures in recent years, with shifting consumer preferences, tightening margins, climate volatility, and global uncertainty. When the industry feels strain, farms feel it first. For independent agricultural businesses, market swings can quickly translate into real consequences on the ground.

That reality is exactly why we built YCH differently.

Our model was designed to create stability where volatility often exists. As a grower-owned company, we believe the long-term health of the hop industry depends on strong, independent farms. Not farms that simply endure market cycles, but farms that can plan, invest, and lead with confidence.



RETURN-TO-GROWER: A MODEL BUILT FOR RESILIENCE & THE FUTURE OF HOPS

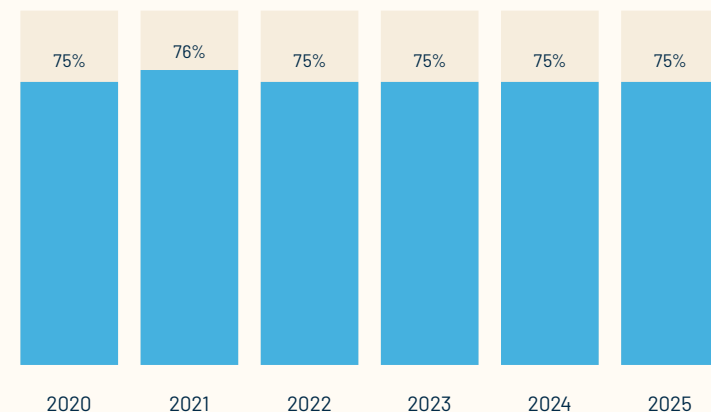
Each year, regardless of industry highs or lows, we return at least 75% of our income directly to the farms in our network.

RTG is not a bonus system. It's not tied to short-term performance spikes. It's a structural commitment embedded into how we operate. We believe that when growers are financially secure, they can focus on quality, innovation, and stewardship. Brewers need a reliable supply and consistent ingredients. Communities benefit from stable agricultural businesses and meaningful rural employment. This model gives growers security to:

- Invest in infrastructure and advanced equipment
- Improve water efficiency and soil health
- Adopt new technologies and sustainable practices
- Offer competitive wages and retain skilled farm teams
- Prepare the next generation to carry farms forward

In an industry navigating change, that kind of stability matters. It allows farmers to think long-term rather than season-to-season.

YCH RETURN-TO-GROWER YEAR TO YEAR



ON FARM INVESTMENT & INNOVATION

Investing in farms doesn't always mean building something from the ground up; it often means improving what's already there. These investments take many forms, from better labor-tracking systems and upgraded equipment to a stronger emphasis on safety programs and on-farm certifications. All our growers are making thoughtful and practical investments that support their teams to help strengthen day-to-day operations.

What really makes this work is the power of our grower-owned network. Through candid conversations and shared lessons from in-field pilot programs, growers openly discuss what works and what doesn't, ultimately helping them make informed decisions. Backed by strong returns, these investments reflect the ingenuity of each farm while contributing to a more resilient future across the industry.

SCENIC VALLEY FARMS, GERVAIS, OREGON

Located in the heart of the Willamette Valley, Scenic Valley Farms has been growing hops and a multitude of other crops for generations. As part of their continuous improvement efforts, SVF has reimaged what sustainability can look like. Over the last few harvest seasons, they have invested in solar panel arrays to offset their on-farm energy consumption, reducing grid energy use and advancing their long-term goal of self-sufficiency.

In addition to building improvements, SVF has doubled down on its commitment to sustainability through certifications such as Salmon Safe®, USDA Organic, and LIVE across its hops and vineyards.



MORRIER RANCH, MOXEE, WASHINGTON

In the heart of hop country in the Yakima Valley, Morrier Ranch has taken it upon itself to lean into its sustainability-focused farm investments. They have integrated soil moisture-probing technology, so the team can better understand how water moves through the root zone, reduce overuse, and ensure crops get what they need to thrive. Coupled with their new irrigation system, they can now perform real-time scheduling and monitoring in the field, reducing water waste and labor demands.

Investments have also been made in more efficient lighting and energy systems to help reduce overall consumption, resulting in a lower carbon footprint and savings in the wallet, proving that sustainability can have both environmental and economic benefits.

GREEN CHIEF® PROGRAM:

The Green Chief® Program is where innovation meets collaboration. More than a best-practices initiative, it is a grower-led governance model designed to continuously raise the bar for hop quality, sustainability, and farm performance across our network. Built by growers and for growers, the program brings together YCH members, YCR representatives, and farm leaders to exchange ideas, test solutions, and shape the standards that guide the future of hop production.

At the center of Green Chief® is a simple but powerful idea: the people closest to the land are best positioned to lead change. Through monthly working sessions guided by the Green Chief® Charter, growers collaborate on practical improvements, from strengthening traceability and food safety systems to advancing soil health, water stewardship, worker well-being, and operational efficiency. Peer-to-peer learning, shared data, and open discussion allow successful practices to scale quickly across farms, turning individual innovation into collective progress.

What makes Green Chief® unique is its cooperative approach to governance. Growers are not just participants; they are decision-makers who help define benchmarks, pilot new ideas, and shape the long-term direction of farm sustainability within the YCH system. The result is a dynamic, field-tested framework that keeps our farms competitive, resilient, and continually improving.

Through the Green Chief® Program, best practices don't stay in one field; they move across the entire grower network, strengthening farms, supporting communities, and helping ensure the future of high-quality hops for generations to come.



MEMBERS



ANNUAL GROWER DISCUSSION INCLUDES:

- Marketing and sales
- Procurement and inventory
- Sensory training
- Carbon credits/markets
- Cultural practices (pruning, training, etc.)
- Fertility practices/soil health
- Harvest (e.g., bale moisture, facilities, kilning practices)
- Insect/mite protection
- IPM practices/biodiversity
- Mildew protection
- Regenerative/sustainable/organic growing practices
- Scouting and roguing improvements

ON THE HORIZON

We are focused on continuing to return value to growers while raising the bar for what farm-level sustainability can look like. As on-farm investments evolve, so will the tools and partnerships that support them. Our goal is to equip growers with the resources they need to keep growing world-class hops on their land while ensuring we deliver meaningful, transparent impact across the supply chain.

To get there, we're prioritizing:

- Strengthening our engagement with the Sustainable Agriculture Initiative Platform (SAI) and other agriculture-focused organizations to align with leading global frameworks.
- Requiring farm-level sustainability assessments from all growers to better understand practices, identify opportunities, and drive action across the growing regions.
- Continuing to reinvest in growers through the Green Chief® Program, ensuring farms have the support needed for each harvest season.

Together, these efforts will advance sustainable hop procurement and solidify our commitment to our growers, positioning YCH as a leader in both hop quality and farming sustainability.



PRODUCT EXCELLENCE



Product excellence is when innovation, quality, and sustainability converge to deliver consistency that brewers can trust.

This ethos underpins how we design, produce, and deliver hop products across the globe, reflecting our commitment to consistency, performance, and enhancing our customer service one step at a time. It is all grounded in strong feedback loops, where we stay connected to how our products perform in real-world applications, and then use those insights to refine our processes.

This approach is supported by ongoing investment in research, processing technology, traceability, and packaging solutions that prioritize product integrity alongside environmental responsibility. Packaging is developed with both product protection and material efficiency in mind, helping preserve freshness, reduce material impact, and supporting more sustainable logistics. Our packaging goal is to ensure product safety and minimize footprint.

Through rigorous internal standards and alignment with third-party frameworks, we hold ourselves accountable to high expectations for quality and transparency. Product excellence, in this sense, is not a static benchmark; it's an evolving practice that integrates performance, sustainability, and partnership to support a more resilient and responsive supply chain from field to brewhouse.





OUR CERTIFICATIONS

We maintain a comprehensive suite of third-party certifications that provide structure, consistency, and accountability across our operations and grower networks. We are proud of the body of work that goes into achieving and maintaining these certifications, which reinforce our commitment to product quality, safety, and environmental responsibility across both our facilities and grower networks.

PROCESSING & OPERATIONAL CERTIFICATIONS:



QUALITY MANAGEMENT SYSTEM:

Contains tools and guidance that ensures YCH's products and services fulfill quality requirements, from both a regulatory and customer satisfaction perspective. YCH has been certified since 1994.



ENVIRONMENTAL MANAGEMENT SYSTEM:

Provides YCH with the framework necessary to actively track the use of resources and production of waste within our operations to ultimately improve our overall environmental performance. YCH has been certified since 2010.



ORGANIC:

Organic certification ensures our processing facilities meet USDA standards, allowing us to provide brewers with certified organic hops. This enables us to expand sustainable brewing options and reflects our commitment to delivering on customer needs.



FSSC 22000:

FSSC 22000 certification is crucial for YCH as it verifies our compliance with stringent food safety standards, enabling access to wider markets and ensuring the quality of our products.



GOOD MANUFACTURING PRACTICES:

Adhering to current Good Manufacturing Practices (cGMP) is essential for YCH as it ensures the consistent production, quality, and safety of our hop products, meeting regulatory standards and satisfying customer expectations.





ON-FARM CERTIFICATIONS HELD BY GROWERS



ORGANIC FARM CERTIFICATION:

Many growers across our network hold organic certification, supporting regenerative and low-input farming practices while expanding the availability of quality organic ingredients for brewers.

SALMON



SALMON-SAFE® CERTIFICATION:

Through Salmon-Safe certification, participating farms implement practices that protect watershed health, water quality, and regional ecosystems, strengthening environmental stewardship across hop-growing regions.

Together, these certifications provide a strong operational and agricultural foundation, helping ensure that quality, environmental responsibility, and food safety are embedded throughout the hop value chain.



PACKAGING REIMAGINED

Packaging is critical. It protects the quality of our products, communicates our brand, and ensures hops arrive in optimal condition from the field to the brewery.

The YCH approach to packaging involves a circular lens, recognizing that most materials are discarded after use. Our focus is on reducing material use, improving recyclability, and minimizing the burden of waste on brewery partners without compromising package performance.

Today, 96% of our packaging portfolio is considered ready to recycle (by volume), reflecting ongoing efforts to redesign materials and optimize formats. Fiber-based packaging remains a cornerstone of our strategy. With an emphasis on responsibly sourced inputs, including FSC-certified materials, we continue working to expand this share.

We have also incorporated post-consumer recycled (PCR) content across applicable packaging materials to support circularity and reduce reliance on virgin resources. PCR usage is evaluated and tracked by weight across the portfolio, with continued efforts to increase adoption where it aligns with performance, availability, and product protection requirements. There will be an emphasis on increasing our PCR percentages in our packaging lines in the future.



OUR STRATEGY FOCUSES ON THREE KEY AREAS:

Reduction:

We use only what's necessary to protect product quality, minimize virgin plastic use, and use alternative materials where performance permits.

Circulation:

We design packaging for reuse and recyclability, incorporate post-consumer recycled content, and prioritize keeping materials in recycling streams (and out of landfills).

Collaboration:

We work alongside brewers, suppliers, and industry peers to improve recovery systems and scale practical solutions that reduce complexity and environmental impact for our partners.



PACKAGING BREAKDOWN:



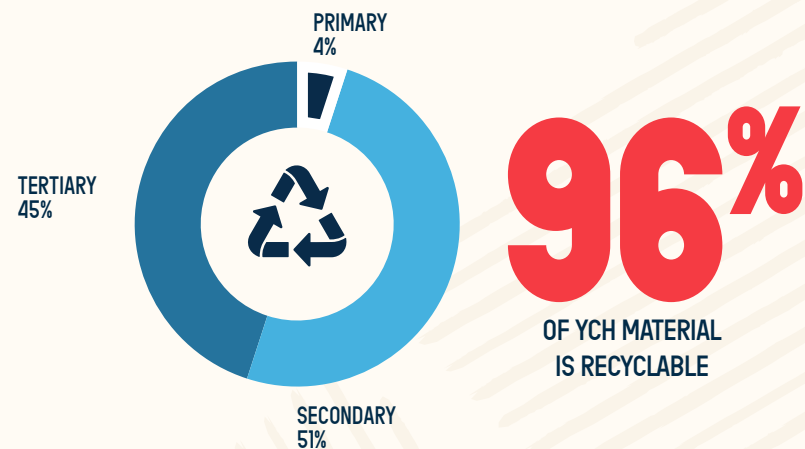
PRIMARY PACKAGING: packaging that directly contains the product, such as our Mylar bags, hop oil tins, drums, and other containers.



SECONDARY PACKAGING: packaging that holds the primary packaging together, providing additional protection, like boxes, corner boards, and shrink wraps.



TERTIARY PACKAGING: encompasses the outermost packaging used for storage and transportation, such as pallets, stretch wraps, and shipping containers.



CUSTOMER SATISFACTION

At the heart of product excellence is partnership, and behind every hop order is a person, a team, and a brewery working to bring something meaningful to life.

We approach every interaction with that in mind, meeting our customers where they are and striving to make each touchpoint thoughtful and memorable.

Brewers around the world play an active role in shaping how we innovate, prioritize sustainability, and design our packaging and services. Their real-world experiences help guide decisions across our business, ensuring what we deliver not only performs in the brewhouse but also aligns with the needs and challenges our customers face every day.

Each year, our Annual Customer Engagement Survey provides a structured way to listen at scale. The feedback we receive helps us recognize what's working well, identify opportunities for improvement, and evolve in ways that strengthen both product performance and the overall customer experience.

This feedback is more than just data points; it's an opportunity to connect in meaningful dialogue. It keeps us accountable and connected to the realities of our customers' operations.



SATISFACTION NUMBERS



94.5%

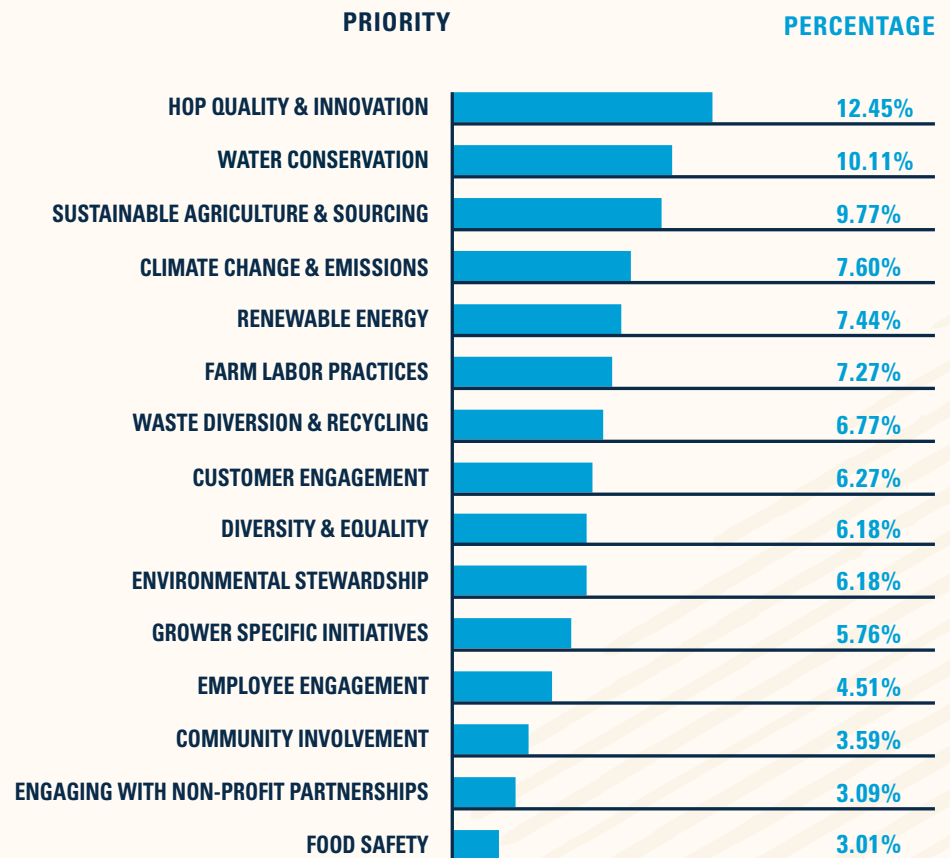
OVERALL SATISFACTION WITH
YCH AS A HOP SUPPLIER

Customer feedback directly shapes how we advance our social and environmental commitments. From water stewardship and regenerative agriculture to packaging and product innovation, brewer priorities help us focus where we can create the greatest shared impact.

Over the past several years, these priorities have remained consistent, clear signals from our customers about where they want to see progress. We hear you, and we are actively responding. Through collaborative beer projects that bring awareness to key issues, focused monetary contributions that amplify impact in priority areas, and continued development of products designed with these goals in mind, we are working to turn shared priorities into tangible action.

These insights keep us aligned with the people we serve and the outcomes that matter most. We're grateful for the ongoing feedback as it plays a critical role in helping us move forward with purpose, and we couldn't do it without you. Here's a snapshot of the key priorities our customers want us to tackle next.

CUSTOMER PRIORITIES:



SUSTAINABILITY FOCUSED FEEDBACK

In 2025, we conducted our first-ever Single Materiality Assessment (SMA). As part of this, we engaged with many of our stakeholder groups, ranging from our board of directors, employees, growers, brewing customers, distributors, suppliers, and nonprofit partners. The feedback we received was invaluable and allowed us to recalibrate our efforts as we chart the course for our sustainability strategy roadmap through 2030.

HERE IS SOME OF OUR FEEDBACK:

- 70% of customers indicated that it was important or very important for them to work with environmentally conscious companies
- 79% of customers are measuring water impact
- 47% of customers are trying to measure their carbon footprint
- 60% of customers have specified that it is important or very important for them to work with suppliers who are socially conscious





ON THE HORIZON

When looking into the crystal ball, our focus is on building better datasets, better products, and better ways of working with our customers and partners.

On the packaging side, we are continuing to push toward more circular solutions, including a goal of reaching 50% post-consumer recycled content across all packaging materials by 2030.

It's also hugely important to stay closely connected to the people we serve. We value ongoing feedback from brewers and continue to look for ways to make those conversations meaningful.

Looking forward, we're focused on:

- Strengthening how we collect, manage, and apply data across our supply chain
- Ramping up our PCR content across our packaging portfolio
- Finding practical opportunities to reduce material use and improve recyclability
- Keeping feedback loops with customers active, accessible, and actionable
- Continuing to learn from our partners to guide meaningful, real-world improvements

This work is ongoing, and we see it as a shared effort. By staying grounded in data, focused on practical improvements, and connected to our customers, we strive to keep moving product excellence forward in a way that delivers value across the industry as a whole.



EMPOWERING PEOPLE



Built by people, strengthened by community; our success starts and ends with those behind the work.

At YCH, we're intentional about building a culture where development is ongoing, opportunities are accessible, and everyone feels they belong. Empowering our people means creating pathways through training, education support, and continued education stipends so individuals can grow in ways that matter to them. Just as important, we're fostering an inclusive environment where different perspectives are welcomed, valued, and reflected in how we work together every day.

We also recognize that well-being extends beyond the workplace. Our approach continues to evolve to support our people more holistically through a strong safety culture and meaningful benefits to connect beyond day-to-day roles. Whether it's creating space for learning, encouraging new ideas, or supporting balance at home and at work, we're committed to showing up for our people in ways that resonate.

This commitment is rooted in listening and growing together. We know we won't get everything right, but we're committed to progress because when people feel supported, included, and empowered, they bring their best forward. That shared investment in each other is what drives stronger teams and a more resilient future for all of us.

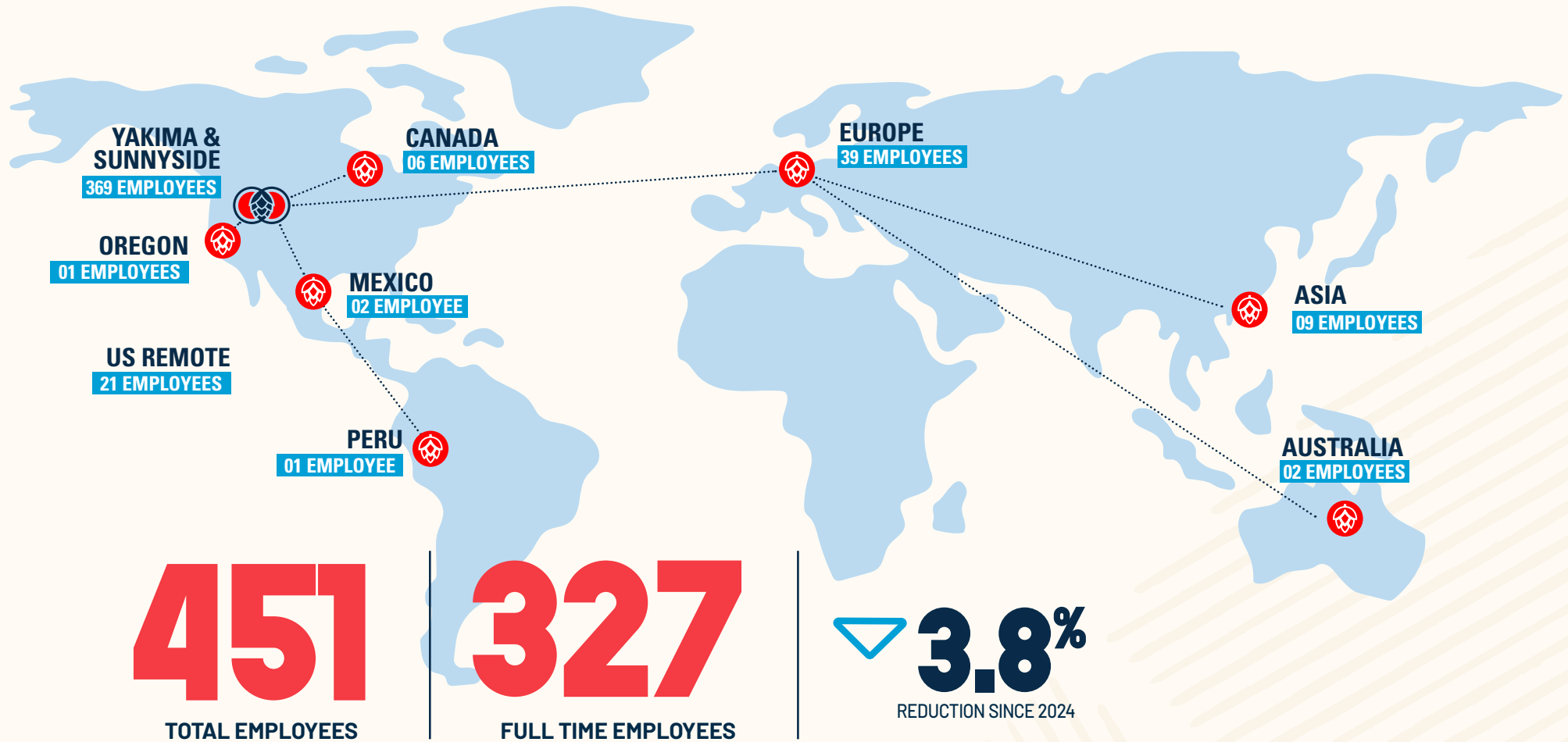






YCH BY THE NUMBERS

Since our humble beginnings in 1988, YCH has grown from a handful of employees into a global team. Our people may now appear as pins across the map, but we're united by the same mission: ensuring every road leads back to the farm.



OUR PEOPLE, OUR PURPOSE

We know our strength comes from our people. Their unique perspectives, experiences, and creativity fuel our success and push us to continually evolve as an organization.

Much like how the brewing industry relies on a diverse range of hops to craft the perfect beer, we thrive on a team that brings different ideas, backgrounds, and perspectives to the table. This diversity strengthens our ability to solve challenges together.

Building an inclusive and equitable workplace isn't just part of our Chief Commitments; it's woven into the fabric of who we are. We are dedicated to fostering a culture where every individual, regardless of background, race, gender, or ability, has the opportunity to grow, lead, and make an impact.

We believe meaningful inclusion starts from within. We've continued our efforts and set ambitious goals to increase the representation of women and people of color across our global operations by 2030. These are more than words on paper; they are backed by action. We are creating programs and practices that help break down barriers in recruiting, hiring, and career advancement.

One of the most valuable aspects of producing this sustainability report is the opportunity to be transparent and accountable. We're proud of the progress we've made and remain committed to continuing this journey with intention and purpose.



YCH 2025 ENGAGEMENT SURVEY

94%

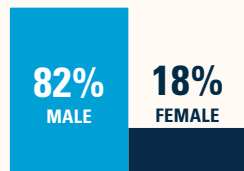
of our team members said they would recommend YCH as a great place to work.

94%

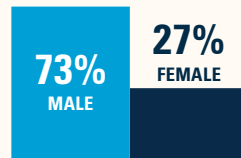
of our team said they were proud of YCH's efforts to make a positive impact in the world.

EMPLOYEE REPRESENTATION

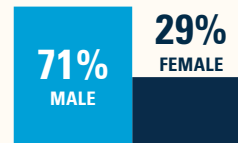
LEADERSHIP REPRESENTATION:



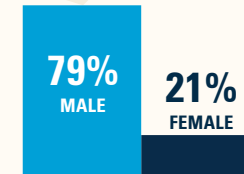
BOARD OF DIRECTORS



LEADERSHIP TEAM



DIRECTORS & MANAGERS



SUPERVISORS, FRONT LINE & LEADS

RACE & ETHNICITY:

	% US POPULATION*	% YCH EMPLOYEES
AMERICAN INDIAN OR ALASKAN NATIVE	1.3%	.3%
ASIAN	6.4%	4.28%
BLACK OR AFRICAN AMERICAN	13.7%	1%
HISPANIC/LATINO	19.5%	52%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	0.3%	.3%
TWO OR MORE RACES	3.1%	2%
WHITE	58.4%	40%

BIPOC REPRESENTATION

55%

FEMALE REPRESENTATION

30%

AVERAGE EMPLOYEE AGE

26-35

*<https://www.census.gov/quickfacts/fact/table/US/PST045224>



EMPLOYEE OF THE YEAR

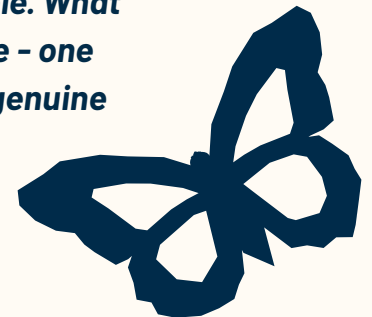
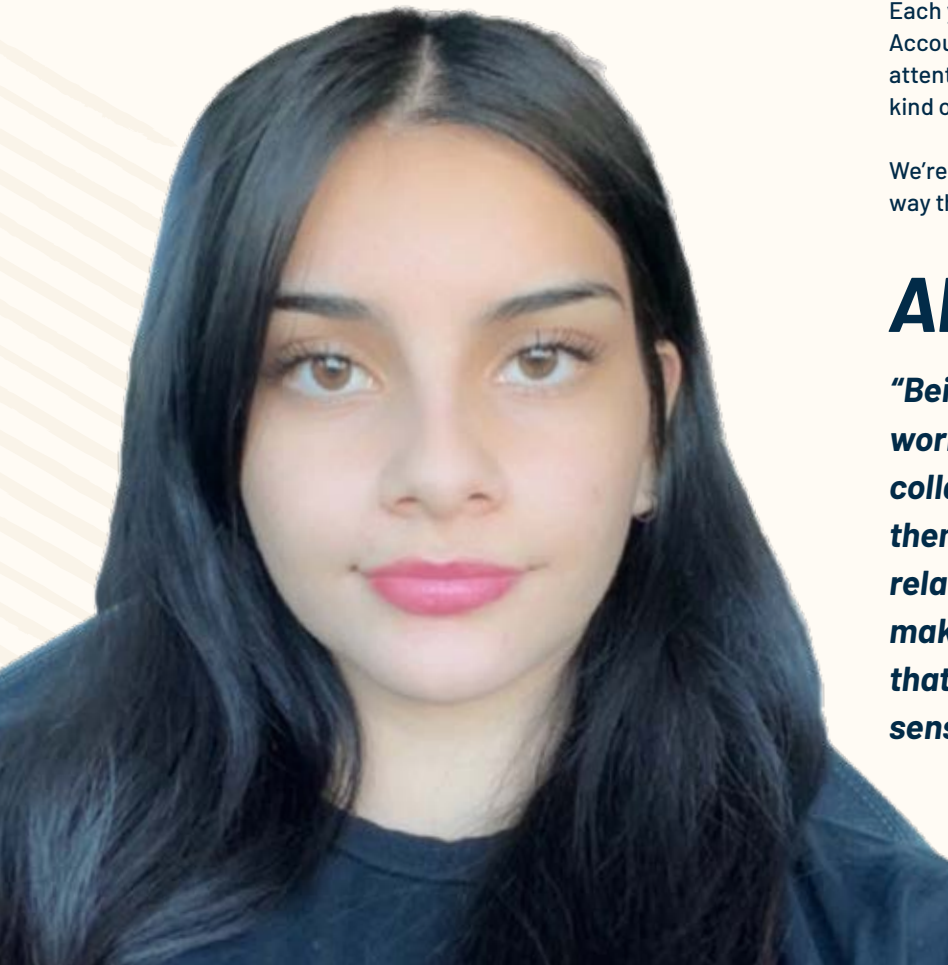
We like to recognize our people and the work they put in every day. This isn't about a big moment; it's about calling out the steady contributions and individual strengths that keep things moving.

Each year, we honor our Employee of the Year. In 2025, that recognition went to Alma Aguilar Pena, Accounts Payable Generalist. Alma is known for always showing up with a willingness to help, sharp attention to detail, and a positive attitude that makes a difference in day-to-day work. She embodies the kind of care, consistency, and team-first mindset that defines our culture.

We're proud to celebrate Alma and all the individuals who make YCH stronger through their work and the way they show up.

Alma Aguilar-Peña

"Being named Employee of the Year was a true honor. The work I do here is incredibly rewarding because it allows me to collaborate with colleagues across the company and support them in meaningful ways. I've had the opportunity to build great relationships and connect with so many talented people. What makes this experience even more special is our culture - one that fosters friendliness, innovation, creativity, and a genuine sense of PRIDE in the work we do."



INVESTING IN PERSONAL AND PROFESSIONAL GROWTH

Empowerment starts with opportunity. At YCH, we value creating spaces where our people can come together to connect, celebrate, and lift one another up. In 2025, we were excited to support initiatives that encouraged inclusion and professional growth across our industry.



One example was our partnership with Women in Manufacturing Washington (WiM WA), an organization dedicated to supporting and inspiring individuals in manufacturing through professional development, education, and community building. This year, YCH hosted a WiM WA manufacturing tour at our facility, welcoming members for a behind-the-scenes look at hop processing and the brewing supply chain. The visit also created space for women across our team to share their experiences working in agriculture and manufacturing, sparking meaningful conversations around career pathways, mentorship, and the continued growth of women in our industry.



We're also intentional about elevating the voices of the growers who sustain our industry. In partnership with the Washington Farmland Trust, YCH supported platforms such as Farmer Voices that create space for growers to share their stories, insights, and real-world experiences with broader audiences. Yakima Chief Hops grower Jeff Perrault reflected on this work, saying, ***"I do appreciate the work that Washington Farmland Trust is doing because we do need to bridge that gap with our urban consumers ... Just creating that awareness is invaluable,"*** highlighting the importance of connecting farm realities with the communities and consumers who benefit from them.



As part of our ongoing commitment to professional growth, all full-time employees receive a stipend to invest in their own development. Guidelines are designed to ensure everyone has the opportunity to sharpen their skills and expand their expertise. In 2025, many members of our Marketing and Development teams used this benefit to complete stack development courses, strengthening their skills for building our e-commerce platform.

CONTINUING EDUCATION

Curiosity drives innovation, and at YCH, we make sure our people have the tools and opportunities to keep learning, growing, and pushing boundaries. Check out our numbers tied to empowering our employees:

55 EMPLOYEES
TAPPED INTO OUR CONTINUING
EDUCATION COURSES IN 2025

435 HOURS
OF PROFESSIONAL DEVELOPMENT
COMPLETED IN 2025

\$41,000 INVESTED
IN EMPLOYEE LEARNING IN 2025

19% OF EMPLOYEES
ENGAGED IN OUR PROGRAMS

STORIES THAT INSPIRE

At YCH, our strength comes from the people who make up our team, those who bring decades of seasonal wisdom and those who energize our work with fresh perspectives. Together, their stories and experiences create the vibrant culture that drives everything we do.



"I've been grateful for the opportunity to build and lead a program like FWD in a way that really draws on my skill set. Because I've had so much input in shaping the program from the start, it's been especially fulfilling to help create something that adds value for the company while also bringing so many different teams together behind the scenes. One of the most rewarding parts is seeing brewers get excited about products and varieties we've helped introduce through FWD, and then watching those products go on to inspire great beer in breweries around the world. It's a great example of what can happen when people across the company are trusted to contribute, collaborate, and take ownership."

- Tessa Schilaty, Technical Marketing Manager, Marketing.



YCH has been a big part of my journey. I started out in farm work and was given a chance by a few growers who trusted me nearly 32 years ago, and that opportunity is really what set everything in motion. Over time, that path led me into hop procurement and grower services, and what's kept me here is the people and the relationships built along the way. I've always valued being that connection between our growers and YCH, staying close to the farms while helping represent both sides and making sure everyone feels heard and supported. It's something I take a lot of pride in, and after all these years, I'm still just as appreciative of the work, the community, and the role I get to play in it.

- Pedro Venegas, VP Grower Relations

ON THE HORIZON

We're continuing to build a workplace where people feel supported, included, and set up to thrive. In the years ahead, we're focused on elevating employee experience through people-first investments that reflect what matters most to our team. Our goal is to create an environment where people can develop their skills, take on new challenges, and feel confident in the support around them. Some of our focus areas in the future will include the following:

- Expand access to training, education, and career development opportunities
- Strengthen pathways for internal growth and advancement
- Enhance employee well-being through evolving benefits and support programs
- Deepen our culture of inclusion by elevating employee voice, listening, and acting on feedback
- Continue to build and reinforce a proactive, people-first safety culture
- Explore additional ways to support flexibility and work-life balance across roles and teams
- Invest in tools, resources, and programs that help teams work more effectively and collaboratively

As we move forward, we'll continue to adapt with intention, guided by feedback from our people and a shared commitment to doing better over time. Because creating a great place to work isn't static; it's something we build together, one step at a time.



GROWING OUR COMMUNITY



We strive to stay rooted and engaged with the people and places that shape us, investing in the communities where we live, work, and grow.

Community engagement isn't a one-size-fits-all effort. We lead with curiosity, taking time to understand what matters most, then stepping in as partners to help move things forward. Sometimes that looks like rolling up our sleeves for a day of volunteerism. Other times, it's working side by side to tackle bigger challenges and uncover new opportunities together.

Over the past year, our team leaned in to show up for organizations that matter the most to them. This was accomplished by logging volunteer hours, supporting purpose-driven beer collaborations, and building relationships with organizations that do meaningful, on-the-ground work. We also stepped into new spaces, engaging with legislative leaders to help tell the story of agriculture and advocate for the communities behind it.

This is what a people-powered business looks like. Neighbors showing up for neighbors, teams turning shared values into action, and partnerships rooted in trust. We're proud of the momentum and even more energized about where it can take us next.





YCH GIVEBACK

Our Giveback Program has grown alongside our business. What started as a way to support our communities has evolved into a core part of how we show up. As the program matures, we're focused on keeping it fresh; finding new ways to re-energize participation, deepen impact, and make it even easier for our team to engage in ways that feel personal and purposeful.

At its heart, the idea remains simple: the most meaningful impact happens when people are empowered to lead. The same communities that grow our hops and brew our beer are the ones that shape who we are, so giving back isn't a side effort; it's part of the responsibility that comes with being here.

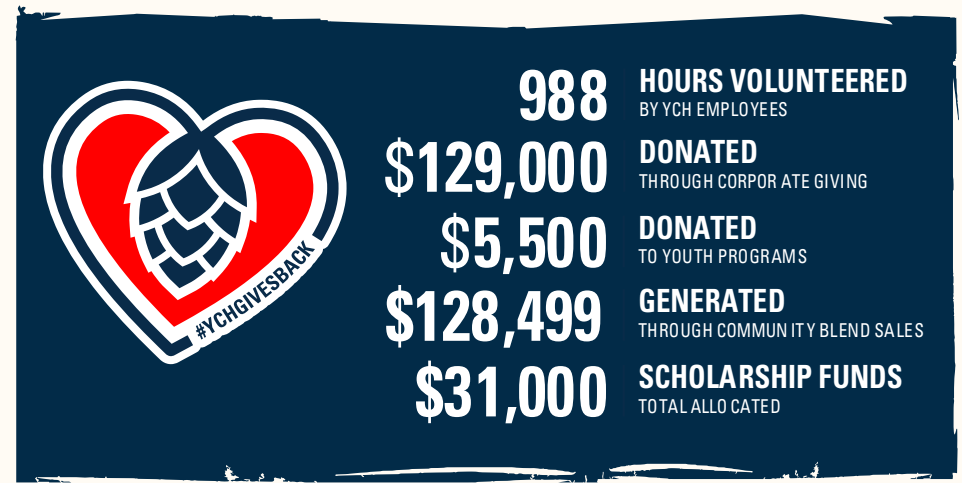
Each year, our employees are given paid time to volunteer and support organizations they're personally connected to. In 2025, that amounted to 988 volunteer hours across causes ranging from food access and habitat restoration to youth mentorship and community wellness.

Employees can also help with direct funding (\$150) to nonprofits they care about, and through our youth-focused giving initiative, additional support goes toward organizations investing in future generations. In 2025, that meant \$5,500 directed to youth programs chosen by our team; small investments that help create lasting opportunities.

As we look ahead, we're building this momentum by reigniting engagement and strengthening connections to evolve the program to reflect the passion of our people. Because at the end of the day, this work is human-powered. And when our people are all in, the impact follows.

IMPACT NUMBERS 2025

Directed by our charitable giving guidelines, we ensure the alignment of our social initiatives with our company values. Since 2018, we've worked closely with growers, breweries, and grassroots organizations recognized as catalysts for change, to drive positive transformations through charitable contributions and volunteer work, advocating for sustainable, thriving communities and the preservation of the natural environment on both local and global scales.



COMMUNITY BLENDS

Hops are what make great beer. Purpose is what makes it matter.

The Community Blend Program at YCH is a signature initiative that brings together the vibrant cultures of hop growers, local communities, non-profit partners, and craft brewers to create hop blends with purpose. This program goes beyond sourcing quality hops: it's about deepening community impact, celebrating stories, and directing meaningful support to causes that matter locally and worldwide.



PINK BOOTS BLEND:

For the ninth year, Yakima Chief Hops (YCH) partnered with the Pink Boots Society, to create an impact-driven hop blend for the entire industry to enjoy. The 9th Annual Blend consists of Ekuanot®, Centennial, HBC 638, and Mosaic®.

For the 9th Annual Pink Boots Blend, YCH and the Pink Boots Society took the creation experience on the road. Members from the Boston and New Hampshire chapters gathered to explore, evaluate, and ultimately select the varieties that would make up the official blend. This traveling format brought fresh energy to the process by allowing more industry members to experience blend selection firsthand.

YCH is donating \$1 from each pound sold to the Pink Boots Society in support of its mission to provide career development and educational opportunities for women and non-binary individuals in the fermented and alcoholic beverage industry.



14,591* | **LBS SOLD**
OF PINK BOOTS BLEND

** Includes multiple crop year sales.*



ALES FOR ALS BLEND:

Ales for ALS™ is a growing national initiative that unites craft breweries around the country to accelerate cures for ALS (Lou Gehrig's disease).

Participating Ales for ALS™ brewers received a free blend of specialty hops from Loftus Ranches and Yakima Chief Hops. Brewers then created a one-of-a-kind beer and donated \$1 per pint sold to support ALS research at the ALS Therapy Development Institute. The blend consisted of Citra®, Talus®, HBC 630, HBC 1019, and Columbus.





VETERANS BLEND:

The Veterans Blend was curated by Veterans working in the beer industry at the Craft Brewers Conference in Indianapolis last year. The 8th annual blend is made of 4 dynamic Pacific Northwest varieties: Krush®, Idaho 7®, Citra®, and HBC 1134. Along with choosing the hops to feature in this impact-driven blend, they nominated and voted for the nonprofit it supports. YCH is proud to donate \$1 from every pound sold to Soldiers' Angels, a Veteran-focused nonprofit providing aid, comfort, and resources to U.S. military service members, Veterans, and their families.

6,112 | **LBS SOLD**
OF VETERANS BLEND



FALCONERS FLIGHT BLEND:

The Falconer's Flight hop blend, originally developed in 2010 by Hopunion LLC and continued by Yakima Chief Hops today, honors the legacy of Pacific Northwest brewing pioneer Glen Hay Falconer. Sales of Falconer's Flight generate donations to the Glen Hay Falconer Foundation, which raises funds to provide brewing scholarships for current or aspiring brewers living in the Western United States.

125,290 | **LBS SOLD**
OF FALCONERS FLIGHT BLEND
\$15,000 | **\$ DONATED**
FROM FALCONERS FLIGHT BLEND





MICHAEL JAMES JACKSON FOUNDATION:

Yakima Chief Hops welcomed representatives from the Michael James Jackson Foundation (MJF) to Yakima for a multi-day immersive experience designed to deepen partnership, expand industry access, and strengthen collaboration.

The core mission of the Michael James Jackson Foundation for Brewing and Distilling is to promote technical education and create career opportunities for people of color in the brewing and distilling industries across the United States.

During the visit, MJF attendees toured family-owned hop farms, built relationships with multi-generational growers, gained a deeper understanding of the hop supply chain from field to brewery, and explored insights on hop innovation and sustainability practices.

This visit reinforced our shared commitment to investing in education and building long-term partnerships rooted in transparency and stewardship.

Through experiences like this, YCH continues to connect people, purpose, and progress across the brewing community.



PINTS WITH PURPOSE

Beer has always been a great connector, and with Pints with Purpose, we're building on that tradition to create something that reaches beyond the glass.

Beer has always been a great connector, and with Pints with Purpose, we're building on that tradition to create something that reaches beyond the glass. At its core, this work starts with hops. By donating hops for purpose-driven brews, we're helping spark collaborations that bring people together around something bigger than beer itself. It's brewers, growers, and communities aligning around shared values; using a familiar space to tell new stories and support meaningful causes. The idea behind these collaborations is to lower the cost of brewing great beer so that more support can flow directly to the nonprofit partners doing the work. By donating hops, we're helping shift resources while using our platform to elevate their stories and expand their reach.

From environmental stewardship to social equity and community resilience, these beers help shine a light on important work while generating real support for the organizations leading it. In 2025, we partnered on a select number of these collaborations, focusing on depth over volume and working alongside partners who are 'all in'. The result is infectious and keeps us wanting to do more each year.

Because when you pair great beer with a meaningful cause, it becomes more than a moment; it becomes momentum, and we are building that up. Here's to progress. Here's to partnership. Here's to Pints with Purpose.



WORLD OCEAN DAY COLLABORATION (WORLD OCEAN DAY LAGER)

This special brew brought together friends from down under, Moo Brew and Deep South Brewing, in support of the Great Southern Reef Foundation. This collaboration focused on protecting the rich biodiversity of Australia's Great Southern Reef, one of the world's most unique marine ecosystems.

Brewed specifically for World Ocean Day, this beer was created to raise funds and awareness for reef conservation. Every element, from hop selection to recyclable packaging, was considered with environmental impact in mind, connecting land and sea through shared enthusiasm for stewardship.

REXIUS PROJECT ZERO

Built on the idea that nothing should go to waste, this collaboration with Rexius and Coldfire Brewing brought circularity to life. We were able to turn brewing byproducts into a resource for the next growing cycle. Through Project Zero, spent grain is composted and returned to the soil, helping regenerate the fields where hops are grown. Rooted in compost, soil health, and shared responsibility, this project shows how collaboration can close the loop and reduce waste, while giving back to the land that makes it all possible.



I LOVE MY STATE PARKS

Brewed for the places we love to explore, this collaboration with Bale Breaker Brewing Company, the Washington State Parks Foundation, and Cold Stream Malt celebrated the connection between craft beer and the outdoors. Designed to be enjoyed wherever the trail may lead, this West Coast IPA generated proceeds to support the care, access, and preservation of Washington's state parks.

A simple idea: protect the places that bring us together.



CHEERS TO THE LAND

Rooted in regenerative agriculture, this collaboration highlighted the connection between farming, soil health, and long-term stewardship. All while directly supporting efforts to protect farmland. Benefiting the Oregon Agricultural Trust, the project helps keep working lands in farmers' hands and safeguards them from development.

This beer brings growers, brewers, and advocates together to tell the story of the land.



WILD & SCENIC (EARTH DAY IPA)

This collaboration brought growers and brewers together in support of Oregon's threatened river systems, raising awareness and funds to protect the waterways that sustain our communities. Benefiting Oregon Wild, whose work champions river protection through advocacy and grassroots action, the project united 14 breweries across 14 watersheds (Brewsheds) in 2025 as a call to keep wild places free from pollution and development. This one was brewed for Mother Earth.



ON THE HORIZON

Looking ahead, the Growing Our Community commitment will continue to be driven by our people and the relationships we build together. As our Giveback Program matures, we're focused on creating more meaningful ways for our team to engage. This will be highlighted through supporting volunteerism, encouraging participation in causes they care about, and making it easier to show up where it matters most.

We're a company made up of individuals with different passions and perspectives. Supporting our people in pursuing their interests outside of work through service, advocacy, and hands-on involvement is central to our approach to community impact. When people are empowered to connect with what matters to them, the reach and relevance of that work naturally grow.

At the same time, we're continuing to strengthen how we work with community partners, building more collaborative, responsive relationships that reflect shared priorities and real needs. That means leaning into co-created efforts, staying connected to ongoing challenges, and identifying opportunities to contribute in ways that are both practical and lasting.

Looking ahead, our focus includes:

- Expanding access to volunteer opportunities and employee engagement
- Continuing to evolve and activate our Giveback Program
- Supporting employee-driven giving and community involvement
- Deepening partnerships with nonprofits and local organizations
- Exploring more collaborative, impact-driven projects
- Strengthening connections between our team and the communities we serve

Our path forward is grounded in people, partnerships, and a shared commitment to show up with purpose where it counts.



ABOUT THIS REPORT

This report shares YCH's 2025 Environmental, Social, and Governance (ESG) strategy, the progress we've made, and where we're headed next. Unless otherwise noted, the data reflects our 2025 fiscal year, which concluded on December 31, 2025, with select updates from early 2026.

This marks our 15th year of sustainability reporting, and we continue to sharpen how we measure and communicate our impact initiatives. For the third year in a row, we've partnered with Zevero to calculate our greenhouse gas (GHG) emissions, building greater consistency and confidence in our data. This report is also prepared in alignment with the Global Reporting Initiative (GRI), with a full index included for transparency and reference.

We see this report as part of an ongoing conversation. If you have feedback, questions, or ideas, we'd genuinely like to hear them. Please don't hesitate to reach out to chiefCSR@yakimachief.com.

DISCLAIMERS

We've done our best to present data that is accurate, transparent, and useful. That said, some figures rely on estimates and assumptions, like conversion factors or data precision, that naturally carry a degree of uncertainty. Different approaches or inputs could lead to different results.

While we believe third-party data used in this report is reliable, we have not independently verified its accuracy or underlying assumptions.

When we use terms like "material," "significant," or "substantive," we're referring to impacts as defined by sustainability frameworks such as the GHG Protocol and GRI, not financial materiality as defined by securities regulations.





YAKIMA CHIEF HOPS®

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