



2024

SUSTAINABILITY IMPACT REPORT



YAKIMA CHIEF HOPS

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FOREWORD

At the heart of sustainability lies a simple truth: it is people who power progress. From the hands that plant and care for the rhizomes to the teams that receive and process the hops, every step begins with dedicated people. Our supply chain is shaped by human effort, ingenuity, and care, all the way to the brewers who use our products to craft world-class beers. This report is a testament to those people, whose commitment, resilience, and vision make our sustainability journey not only possible, but deeply meaningful.

As we reflect on the past year, we are reminded that sustainability is not just about reducing carbon footprints or conserving resources—it is about building systems that uplift communities, foster dignity in labor, and create shared value for all. Every ethical decision, every improved condition, every transparent practice begins with a choice to prioritize people.

Whether it's the farmers embracing regenerative practices or the logistics teams striving for efficiency with responsibility, we see the real impact of sustainability in the stories and lives of those connected to our work. They are the unsung heroes behind every milestone we celebrate. And that thread continues through our dedicated sales team, who play a crucial role in connecting field to fermenter. They are the storytellers and stewards of our values, building lasting relationships with brewers around the world, helping them understand not only the quality of our hops, but the care and commitment behind them. With every conversation, every handshake, they help bridge our sustainability mission to the glasses raised in celebration.

This year, we renew our commitment to putting people first. Because when we invest in those across our value chain—when we listen, collaborate, and act with empathy—we don't just build a more sustainable business; we help create a more just and thriving world.

Thank you for joining us on this journey.

LISA GARCIA
CHIEF PEOPLE 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.

AMERICAN HOPS FROM THE PACIFIC NORTHWEST®

OUR GROWER OWNERS



Charlie Davidson

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



Ed St. Mary

Black Star Ranch
4th Generation
Moxee, WA



Reggie Brulotte

Brulotte Farms
6th Generation
Toppenish, 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, we are committed to cultivating a sustainable future for both the hop and brewing industries, recognizing their interdependence. We achieve this by protecting natural resources, promoting responsible business practices, and supporting the communities we serve.

HOW WE HOLD OURSELVES ACCOUNTABLE

Our approach to corporate social responsibility is guided by our Chief Commitments and two core pillars: (1) our responsibility to stakeholders (growers, brewers, employees, and community partners), and (2) our dedication to environmental and social stewardship.

We understand that long-term business success relies on financial performance and our ability to drive positive impact. Our strategy strikes a balance between delivering returns on investment and fostering meaningful change, ensuring responsible growth with a focus on sustainability and social responsibility.

Like us, our brewing partners care about the social and environmental impact of the products they use. That's why Yakima Chief Hops has maintained ISO 14001 certification since 2011, underscoring our dedication to continuous improvement in environmental management. This commitment spans our entire value chain, from the hop growers who spend months in the field growing quality hops to the brewers who craft them into beers enjoyed around the world.

2024 was a pivotal year for Yakima Chief Hops as we focused on establishing a strong ESG framework to guide our sustainability efforts. By collaborating with external sustainability experts and organizations, we laid the groundwork necessary to align with emerging reporting requirements such as the Corporate Sustainability Reporting Directive (CSRD). We also worked with third-party verified carbon accounting partners to define a clear roadmap for reducing our carbon footprint.

This year's report represents the third year of performance against our 2025 targets. For each target, our report provides context on our goal, approach, and challenges, as well as the initiatives underway to reach the target and updates on the results of our efforts for the fiscal year. Throughout the report, we have included spotlights on the teams and programs driving this work to recognize the people and stories behind our progress.

The final sections detail our reporting methodology, ESG governance, data assurance, and tables to provide additional transparency. We know that success will not always be linear, but accountability in this space means celebrating achievements while learning from setbacks—and we are proud to do so.

This report reflects our progress and growth as we advance our ability to measure, manage, and communicate our impact. While the data presented has been compiled internally and is subject to refinement as our processes evolve, we remain committed to transparency and accountability.

Sustainability is a journey, and at Yakima Chief Hops, we believe that progress is best achieved through collaboration, innovation, and a shared passion for doing what's right. We're excited to share the strides we've made and look forward to the continued work ahead.



PROTECTING OUR PLANET

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



HEALTHY HOPS

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



THRIVING FARMS

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



PRODUCT EXCELLENCE

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



EMPOWERING PEOPLE

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



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 2024, YCH embarked on uncharted territory with our first-ever materiality assessment.

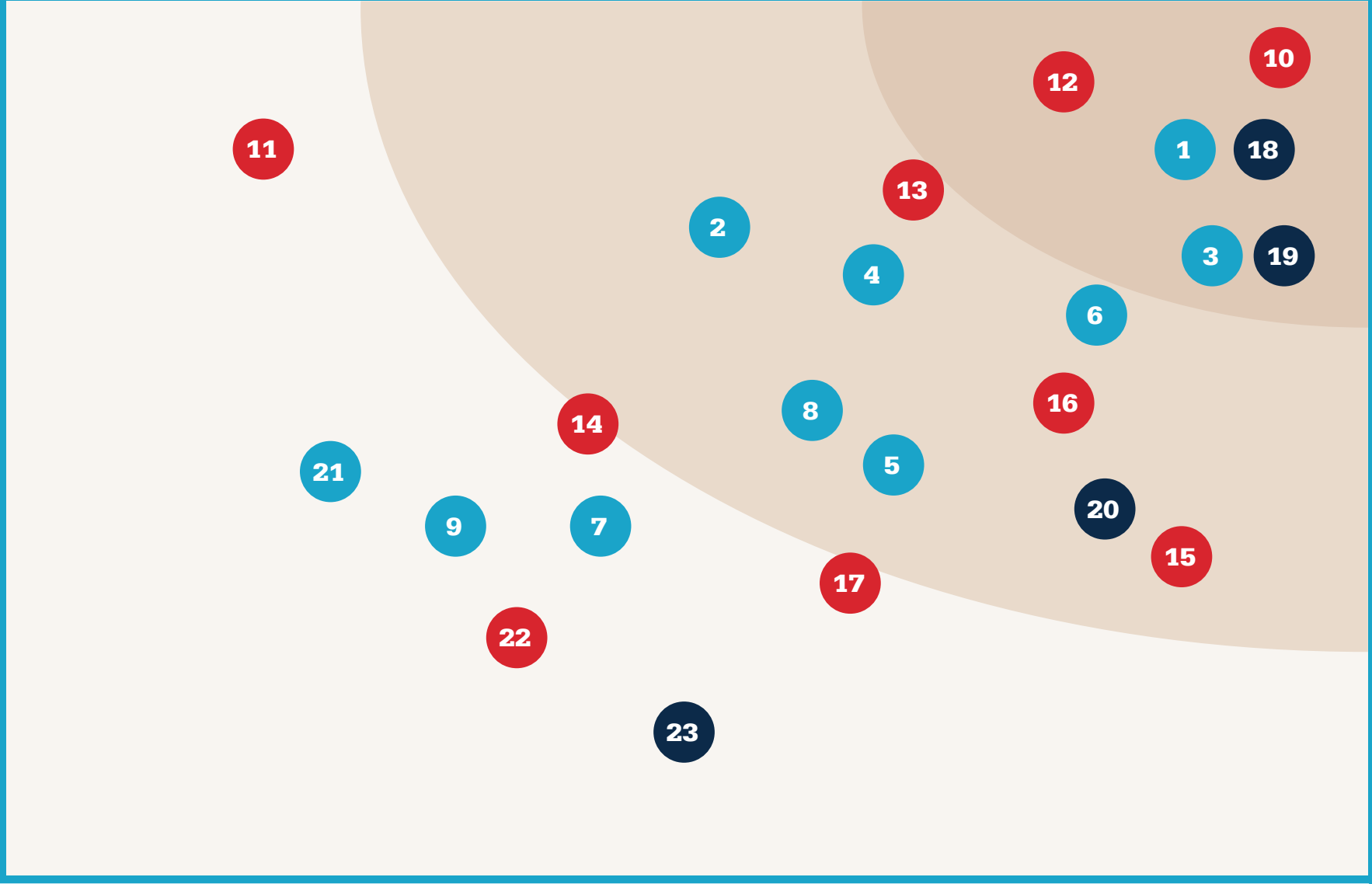
This exciting milestone presented a new challenge, and also an opportunity to collaborate in fresh and meaningful ways. Partnering with sustainability consultants and engaging with brewing partners who have undergone similar journeys, we looked deep within our supply chain. The process proved to be dynamic and rewarding, underscoring the value of communication, sharing knowledge, and creating a unified vision for what sustainability means across our entire value chain.

This process gave us a clear path forward, identifying the key areas where we can focus on driving meaningful business value while addressing our most significant environmental and social impacts. It positioned us to align seamlessly with upcoming reporting requirements like the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), and the Corporate Social Responsibility Directive (CSRD). More importantly, it strengthened our relationships with key stakeholders by fostering open, candid dialogue around the material topics that matter most to them and us, particularly those related to the social and environmental impact of our business.

The process was as rewarding as the outcome, offering invaluable insights and inspiration that continue to shape the next phase of our sustainability program. We are energized and ready to keep building on this foundation, taking what we’ve learned and leading the charge toward a more sustainable brewing industry.

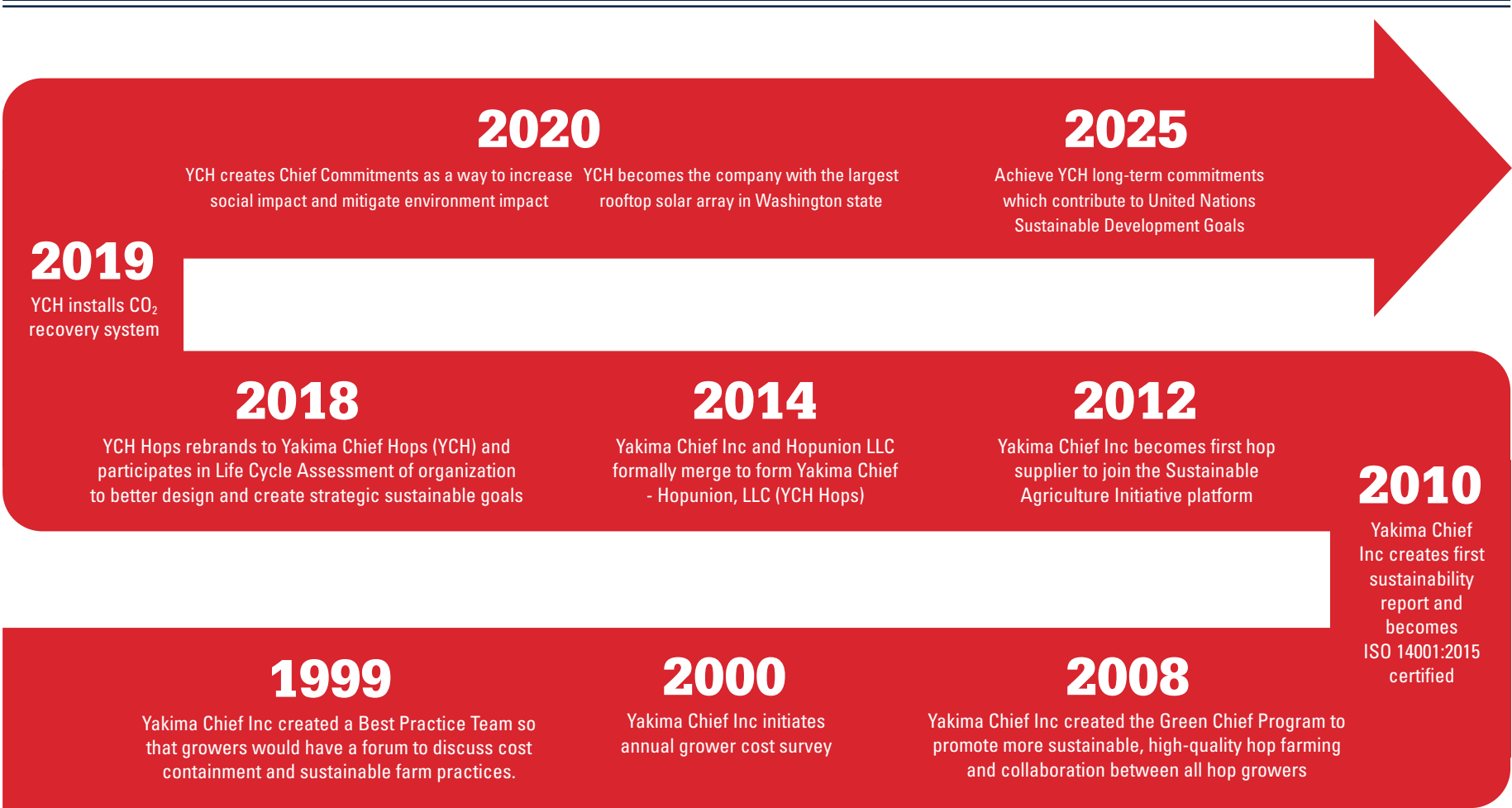
ENVIRONMENTAL	
1	Environmental Management
2	Emissions Control & Pollution Management - Water
3	Sustainable Agriculture & Sourcing
4	Emissions Control & Pollution Management - Air
5	Environmental Stewardship
6	Resource Management & Availability
7	Decarbonization
8	Waste Management & Recycling
9	Biodiversity / 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 ▶



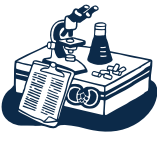
INFLUENCE ON BUSINESS SUCCESS ▶

OUR CSR JOURNEY



PERFORMANCE TRACKER

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

AREA OF FOCUS	GOAL TO ACHIEVE BY 2025	2019 PERFORMANCE (BASELINE YEAR)	2021 PERFORMANCE	2022 PERFORMANCE	2023 PERFORMANCE	2024 PERFORMANCE	OVERALL STATUS
	PROTECTING OUR PLANET						
	REDUCE Scope 1, 2 Greenhouse Gas Emissions by 50% (based on 2019 baseline intensity ration)	100%	20%	35%	38%	59%	
	PROCURE 100% renewable energy for our domestic operations	55%	78%	81%	86%	89%	
	ACHIEVE carbon neutrality on 50% of all our shipments	X	15%	26%	27%	10%	
	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%	10%	15%	15%	10%	
	VERIFY 100% of our family farm facilities are 'Green Status' Green Chief® Level	71%	93%	98%	99%	100%	
	THRIVING FARMS						
	MAINTAIN a Return-to-Grower rate of 75% or higher	78%	76%	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%	90%	94%	95%	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%	97%	98%	90%	93%	
	EMPOWERING PEOPLE						
	ENSURE zero time loss incidents from employees	0	1	X	0	0	
	INCREASE % of women in leadership positions	N/A	13%	14%	18%	18%	
	INCREASE diverse representation such as BIPOC in leadership positions	N/A	27%	22%	27%	28%	
	ACHIEVE 85% employee retention rate	86%	89%	86%	83%	88%	
	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%	40%	18%	19%	32%	
	ACHIEVE 50% employee utilization of 'give-back' dollars towards NGO of their choice**	54%	X*	10%	27%	14%	

* Due to circumstances revolving around the pandemic, YCH temporarily paused this program.
** Reevaluated and adjusted goal.

PROTECTING OUR PLANET



The planet is in trouble, and agriculture can be part of the solution. YCH is using the voices of our growers and the strength of our collective efforts to confront the challenges of climate change head-on.

As a company rooted in family farms across the Pacific Northwest, we know that without climate-resilient crops, sustainable water systems, and healthy soils, the future of beer—and the communities it sustains—hangs in the balance.

Sustainability is embedded in everything we do. By leveraging data analytics and agricultural expertise, we're setting strategic goals to reduce our environmental footprint and protect the resources we rely on. From the fields to the brewhouse, we're collaborating with brewers, industry partners, and nonprofit organizations to build a supply chain that is not only resilient but regenerative.

YCH isn't waiting for change, we're driving it. By advocating for transformative farming practices and embracing innovation, we're positioning the hop and brewing industries as leaders in addressing global environmental challenges. The time to act is now, and together with our growers and partners, we're creating a future where agriculture doesn't just sustain the planet, it helps to heal it.



CARBON IMPACT

Climate change is no longer a distant threat, it is a reality shaping our world today.

It is impacting our growers, our business, and the brewing industry at large. Extreme weather events such as droughts, wildfires, and floods are becoming more frequent, straining the natural resources that agriculture depends on. YCH recognizes the urgent need for collective action and is committed to reducing our carbon footprint while strengthening climate resilience across our supply chain.

Over the years, we have steadily lowered our carbon intensity through energy efficiency improvements, renewable energy investments, and emissions-reduction measures. We remain focused on the root causes of emissions, working alongside our growers to implement climate-smart agricultural practices that keep carbon in soil, enhance biodiversity, and reduce reliance on synthetic inputs.

EMBEDDING CLIMATE ACTION IN OUR BUSINESS

Addressing climate impact requires a data-driven, systemic approach. That's why we are actively measuring, managing, and mitigating our emissions across all operations—from the farm to the brewery. Our strategy is focused on:

- Building a comprehensive carbon inventory using the latest climate science and data to track and assess our greenhouse gas (GHG) emissions.
- Identifying reduction opportunities in our facilities, supply chain, and logistics, with a focus on energy efficiency and refrigerant management.
- Scaling regenerative agriculture with our growers to sequester carbon in the soil while maintaining high-quality hop production.
- Exploring industry-wide collaborations to drive emissions reduction through shared learning, innovation, and advocacy.

By integrating climate-smart strategies into our operations and partnering with brewers and farmers who share our commitment to sustainability, we are working toward a lower-carbon future, one where quality hops and environmental responsibility go hand in hand.



CARBON ACCOUNTING

YCH knows brewing the world’s finest beer starts long before the kettle boils—it begins in the fields, the processing facilities, and in the decisions we make every day.

As a brewer, you’ve likely faced increasing pressure to understand and reduce your carbon footprint. But without accurate, transparent data, how do you know where to start? We recognized this gap in the industry and knew we had to take a proactive approach. That’s why we’ve partnered with Zevero, a carbon accounting organization that specializes in measuring, reporting, and managing environmental impact. Together with Zevero, we are working on our sustainability strategy, which starts with accurate measurements to drive sustainability in the brewing supply chain:

- **Water Usage:** Hops are a water-intensive crop, and every drop matters. By measuring water consumption throughout our supply chain, we are working toward more efficient use, improved conservation strategies, and long-term resource protection—critical factors for a resilient brewing industry.
- **Waste Management:** By tracking our waste streams and focusing on recycling, composting, and circular economy initiatives, we are reducing landfill impact and finding innovative ways to repurpose byproducts, ensuring that nothing goes to waste.
- **Carbon Emissions:** We are tracking our Scope 1, 2, and 3 emissions to provide precise data on the greenhouse gas impact of hop production, processing, and transportation. This transparency allows you to make informed purchasing decisions, ensuring that the ingredients you choose align with your sustainability goals.

As we pursue our decarbonization goals, we’re also refining our data methodologies. This may lead to changes in reported historical emissions due to improved data quality, updated estimation methods, and evolving global warming potentials. By sharing transparent, in-depth data, we’re not just tracking our impact, we’re giving you the tools to drive your brewery’s sustainability efforts forward.

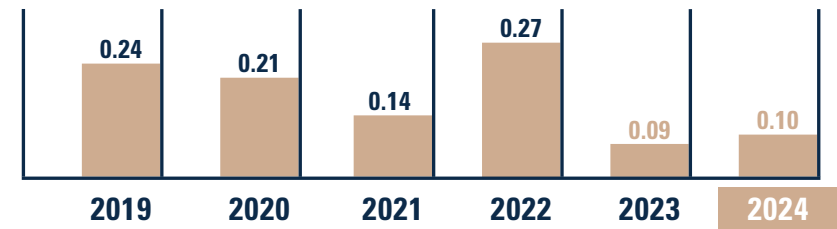


The brewing industry is changing. Sustainability is no longer a side conversation, it’s an expectation. As a hop supplier, we take this responsibility seriously, and we recognize that real progress requires partnerships, accountability, and collective action. This is complex work, and there are no quick fixes, but with collaboration, innovation, and a shared commitment to sustainability, we can create meaningful change. The choices we make today will shape the future of beer, and we are proud to be on this journey with you.



GREENHOUSE GAS INTENSITY RATIO

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



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.
- 2. 2,135tCO₂e (-16.1%) – INDIRECT SOURCES:** Emissions generated in the production of electricity consumed by the institution.
- 3. 65m294tCO₂e (-14.5%) – UPSTREAM & DOWNSTREAM SOURCES:** All other indirect emissions that occur in the value chain of the reporting company, including both upstream and downstream emissions.

59%
DECREASE FROM 2019
BASELINE

Our carbon intensity ratio increased by 7% from 2023 due to a combination of lower hop volumes received and higher energy consumption. With fewer hops processed, our total emissions were spread across a smaller output, leading to a higher ratio despite overall operational needs remaining steady.

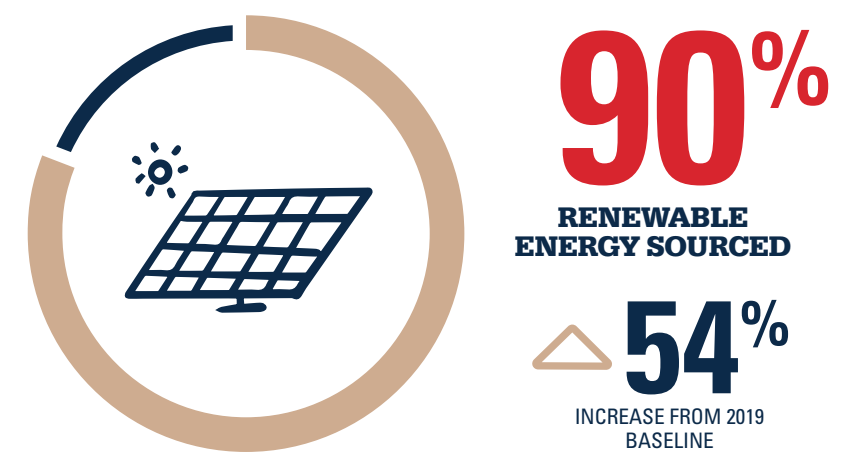
OUR
ENERGY

Electricity usage continues to be one of the largest contributors to YCH’s environmental footprint.

As part of our commitment to sustainability, we recognize that the energy choices we make today will have lasting effects. That’s why we continue to transition to renewable energy solutions, reducing our reliance on fossil fuels, and strengthening the sustainability of our supply chain.

To accelerate this transition, we partnered with our local power company to establish a Power Purchase Agreement (PPA), securing 52% of our purchased electricity from renewable sources. This long-term contract allows us to buy electricity directly from renewable energy producers at a stable rate, reducing our environmental impact and minimizing exposure to fluctuating energy costs.

As a result, our total renewable usage has risen to 90%, bringing us closer to our 2025 goal of sourcing 100% of our purchased electricity from renewable sources. By investing in clean



energy at this scale, we are reducing our carbon footprint and supporting the growth of renewable infrastructure in our region.

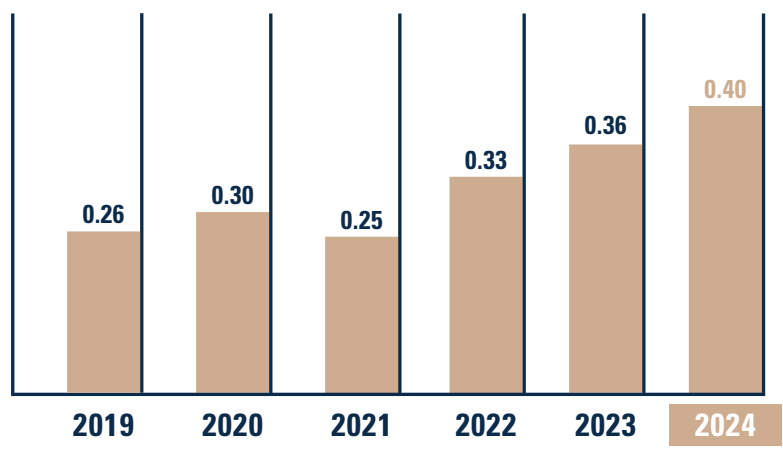
Additionally, we participate in Pacific Power’s Blue Sky program, allowing us to match a portion of our electricity usage with renewable energy credits (RECs). By voluntarily joining this program, we are helping fund the development of new wind, solar, and community-based renewable energy projects within our service area, reinforcing our commitment to a cleaner energy future.

WHY THIS MATTERS

Our transition to renewable energy is more than an operational shift, it reflects our values. As the brewing industry evolves, sustainability is no longer just an option; it’s an expectation. By taking responsibility for our energy footprint and collaborating with renewable energy leaders, we can ensure that the hops you use are produced with the lowest possible environmental impact.

We’re proud of how far we’ve come, but we know there’s still work to do. Through innovation, collaboration, and a commitment to continuous improvement, we’re helping shape a more sustainable future for the brewing industry, one kilowatt at a time.

ENERGY INTENSITY RATIO
KWH/LB OF HOPS - MEASURED AGAINST RAW HOP EQUIVALENT



OUR WATER

Water is the foundation of life, agriculture, and the brewing industry, but in the face of a changing climate, it’s becoming increasingly scarce.

Last year, the Yakima Basin experienced a significant drought, with water supply forecasts dropping to the lowest since 2015. By October, reservoirs were only 11% full, representing 35% of average storage levels. These alarming trends underscore the urgent need for responsible water management across the agricultural sector.

YCH recognizes that every drop of water is precious. Our hop growers, many of whom operate in arid climates, have long embraced advanced irrigation techniques to maximize efficiency. Drip irrigation, soil moisture monitoring, and scheduling irrigation based on real-time weather data are just a few of the ways they are adapting to ensure that water is used as efficiently as possible. By implementing these measures, our growers are actively mitigating water loss while continuing to cultivate the high-quality hops that brewers rely on.

While our hop growers work tirelessly to conserve water in the fields, our operations are designed to have minimal impact on water resources. The small amount of water we use is primarily for non-contact cooling, absorbing heat from our machinery before being pumped into our on-site irrigation pond. This closed-loop system reduces waste and ensures that water remains in use rather than being discarded. Beyond its practical function, our pond serves as a small sanctuary for local flora and fauna, supporting biodiversity and providing a water source for responsible irrigation.

Water stewardship is not just about conservation, it’s about resilience. As droughts become more frequent and severe, we remain committed to protecting this vital resource through mindful consumption, innovative solutions, and collaboration with our growers and local watershed organizations. By working together, we can ensure that the water which sustains our communities, our crops, and our industry is preserved for generations to come.



WATER STRESS LEVELS

Our growers depend on a stable water supply to ensure a bountiful harvest year after year. They understand the importance of water management and it is our goal to improve water availability in our water-stressed hop-growing regions. We are accomplishing this by embedding water preservation and sustainability practices into farm operations, including transitions to 100% drip irrigation, and smart irrigation techniques that incorporate moisture probes for field saturation levels.

YAKIMA VALLEY	<10%	LOW
TREASURE VALLEY	> 80%	EXTREMELY HIGH
WILLAMETTE VALLEY	<10%	LOW

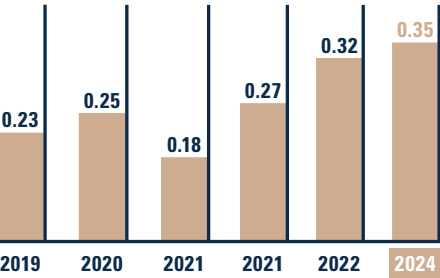
TOTAL WATER USE

12,012,132
GAL OF WATER USED
BY US/BE/CA FACILITIES

670,000
AVERAGE WATER USED
PER ACRE ON FARM

WATER INTENSITY RATIO

GAL OF WATER/LBS OF HOPS - MEASURED AGAINST RAW HOP EQUIVALENT



52%
INCREASE FROM 2019
BASELINE



OUR
WASTE

At YCH, we see “waste” as a resource waiting for a new life.

That’s why we are committed to a circular economy—one that minimizes waste, repurposes materials, and keeps valuable resources out of landfills and incinerators.

One of our most impactful waste diversion initiatives is our partnership with TerraCycle®, recycling nearly 70,000 pounds of Mylar foil packaging. This partnership, which will continue in 2025 and beyond, is a critical step toward reducing hard-to-recycle packaging waste in the brewing industry. By finding a viable recycling solution for Mylar foils, we’re taking responsibility for the materials we produce and taking steps to ensure they don’t contribute to long-term environmental harm.

Beyond packaging waste, our organic byproducts also play a crucial role in our sustainability efforts. Through a collaboration with Natural Selection Farms, we compost a significant portion of our bio-waste, returning valuable nutrients to the soil and supporting sustainable agriculture. Additionally, spent hops from our extract production processes are repurposed as cattle feed for local farms, keeping these materials in circulation.

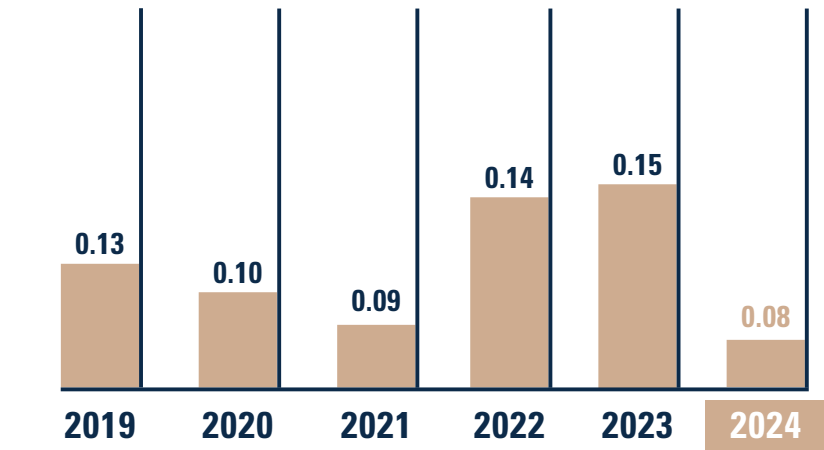


In 2024, we took our commitment to waste reduction a step further by hosting our first-ever zero-waste event during Hop & Brew School® in the United States. With a diversion rate of 89%, we made significant progress in minimizing the environmental impact of our gatherings. As we look ahead to future events, we are committed to refining our approach and further improving our waste reduction strategies.

We continually analyze our waste streams, looking for innovative ways to repurpose materials. We are not just reducing our footprint; we are setting new industry standards. Through strong partnerships and a shared commitment to responsible resource management, we will continue to push for a more circular and sustainable brewing supply chain.

WASTE INTENSITY RATIO

(LBS OF GARBAGE/LBS OF HOPS)



38%
DECREASE FROM 2019 BASELINE



LOOKING FORWARD:
TAKING OUR ENVIRONMENTAL ADVOCACY & SUSTAINABILITY REPORTING TO THE NEXT LEVEL

YCH views sustainability as more than a goal—it’s a responsibility. Looking ahead to 2025, we are deepening our commitment to environmental stewardship by setting new benchmarks, improving transparency, and driving meaningful change across our operations and supply chain.

One of our most ambitious efforts is aligning with the Science Based Targets initiative (SBTi) and Corporate Sustainability Reporting Directive (CSRD). These globally recognized frameworks will help us set and validate carbon reduction targets rooted in climate science. This commitment holds us accountable while driving the brewing industry toward a lower-carbon future.

As part of our carbon reduction strategy, we are working to verify our emissions data and produce carbon footprints (PCFs) for all YCH products. This will provide our customers with granular data to inform purchasing decisions and help track their in-house sustainability efforts. By offering this level of detail, we are empowering breweries to measure their impact and take actionable steps toward reducing emissions in their supply chains.

Beyond carbon accounting, we are expanding our efforts to divert as much waste as possible from landfills through a continued partnership with TerraCycle® and exploring new ways to enhance circularity within our operations. Our goal is to achieve zero waste to landfill by prioritizing the repurposing of valuable materials over disposal.

Renewable energy remains at the core of our sustainability strategy. Through strategic partnerships, we have increased our reliance on clean energy sources and will continue investing in projects that further reduce our dependence on fossil fuels.

Our approach remains rooted in transparency, accountability, and collaboration. While we have made great progress, we know that real change requires continuous effort. Sustainability is not a destination, it’s a journey. And we are honored to have our customers, growers, and partners walking this path alongside us.

Together, we can build a brewing industry that not only produces world-class beer but also nurtures the planet for generations to come. Here’s to progress in 2025 and beyond!

HEALTHY HOPS



Beer begins in the ground. The rich aromas and flavors that define every hop-forward beer are shaped not just by the variety of hops used but by the health of the soil, the vitality of the plants, and the care of the farmers who nurture them.

Hops are more than an ingredient—they are a story of agriculture, climate, and stewardship. Just like the land they grow in, they require care, resilience, and a commitment to regeneration.

YCH is passionate about connecting brewers to the land and the people who cultivate it. By stepping into the fields, you can witness firsthand how growers are adjusting with nature, adapting to extreme weather, improving soil health, and working to preserve water, our most precious resource.

Farming isn't just about taking from the earth; it's about giving back. Our growers, many of whom come from multi-generational farms, understand that the future of beer depends on the future

of agriculture. Through regenerative farming practices like cover cropping, composting, and carbon sequestration, they are restoring the land for future generations.

This deep-rooted philosophy is embedded in our Green Chief® Program, where we collaborate with growers to implement innovative, data-driven sustainability practices. Together, we are proving that hops can be cultivated in a way that nourishes the earth rather than only depleting it.

When we talk about agriculture, we talk about the future of our planet. By strengthening the connection between brewers and growers, we're building a more sustainable, regenerative future for all.



GROWING TOGETHER

Hop farming has never been easy, and today's growers are facing some of the toughest headwinds in recent history.

From shifting climate patterns and water scarcity to evolving market demands, the pressure is real—but so is the resilience of our growers.

YCH believes in collaboration over competition. The strength of our industry comes from the shared knowledge, innovation, and stewardship of those who dedicate their lives to cultivating world-class hops. For generations, our growers have understood that success isn't just about individual harvests, it's about the collective future of hop farming. These men and women work tirelessly, not only to care for their land and families but to support one another, ensuring that the hop industry remains strong, sustainable, and ready for the future.

Community is at the heart of our mission. With 15 grower-owners and a network of over 54 independent hop farms worldwide, we remain deeply connected to the people and places that help drive our industry forward. Our commitment extends beyond the fields. We work together to advance sustainable farming, uphold the highest quality standards, and honor our Chief Commitment to the planet, our partners, and the future of hop growing.

Hop farming is more than a business, it's a legacy. And by growing together, we are building an industry that will continue to flourish for years to come.

2024 YCH HARVEST BREAKDOWN



49 VARIETIES FROM 16,400 ACRES | **33.01 MILLION LBS** DELIVERED | **171,000 BALES** RECEIVED

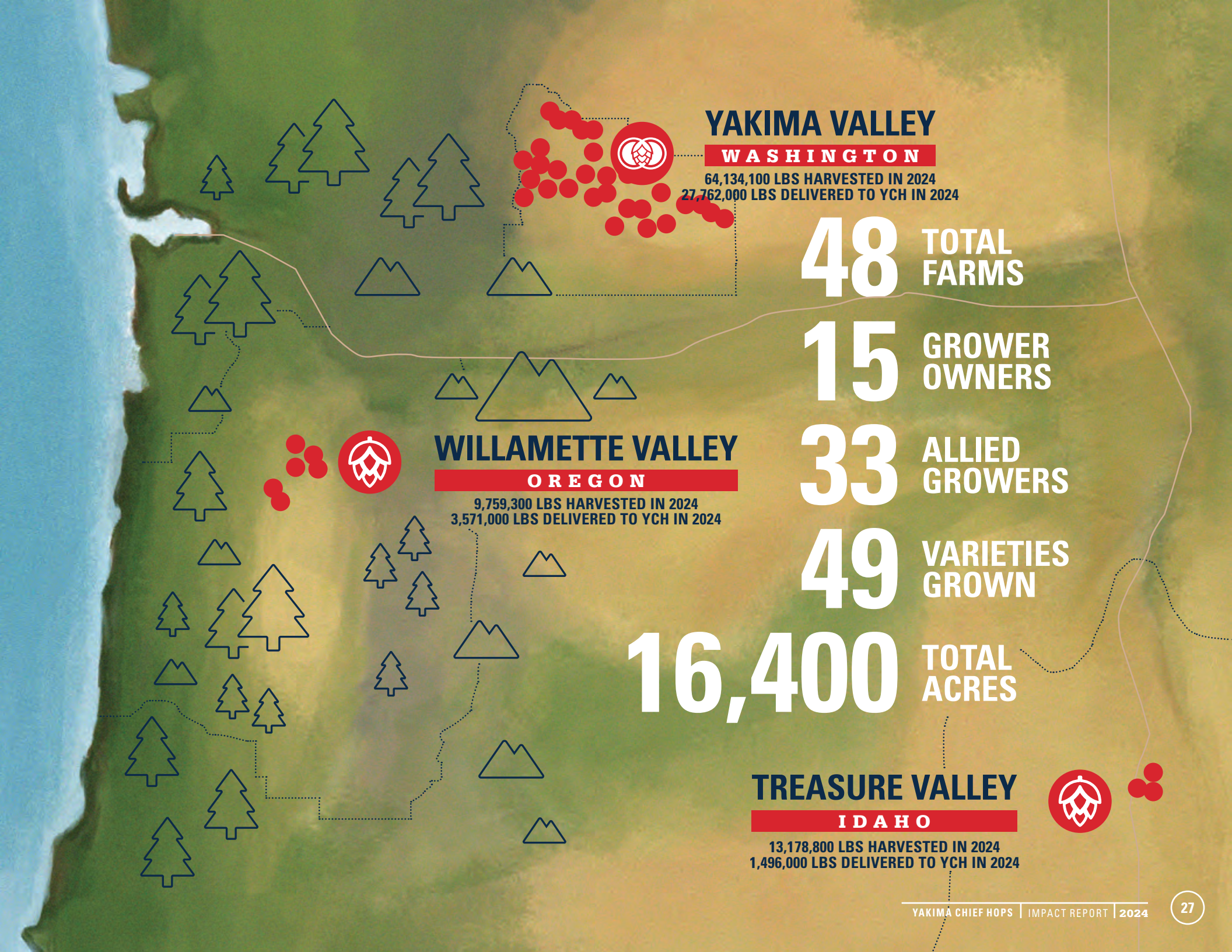
STAMPS OF APPROVAL

While our hop growers are humble creatures, 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 | 6. Cascade |
| 2. Mosaic® Brand | 7. Chinook |
| 3. Simcoe® Brand | 8. Centennial |
| 4. HBC 682 | 9. Amarillo® Brand |
| 5. CTZ | 10. Sabro® Brand |



REGENERATIVE AGRICULTURE

Every hop cone that finds its way into a brewer’s kettle is a testament to the health of the land, the resilience of the ecosystem, and the dedication of the farmers who cultivate it.

Regenerative agriculture is a farming approach that goes beyond sustainability to actively improve soil health, increase biodiversity, enhance water retention, and sequester carbon.

By working with nature instead of against it, regenerative agriculture strengthens farms while creating high-quality, climate-resilient hops that brewers can depend on. Through our Green Chief® Program, we’re helping growers measure their impact, refine their practices, and scale meaningful change across the hop industry.

A CLOSER LOOK AT REGENERATIVE HOP FARMING

- 1

REGENERATING SOILS & SEQUESTERING CARBON - Healthy soil is the foundation of a thriving farm and a key player in fighting climate change. Our growers utilize cover cropping, compost, and reduced tillage to enrich their soil, making it more resilient to drought and erosion while storing atmospheric carbon.
- 2

ENHANCING HABITAT & BIODIVERSITY - A thriving farm is a balanced farm. Planting pollinator-friendly crops, maintaining hedgerows, and adopting integrated pest management fosters a healthier ecosystem that naturally supports pest control, boosts soil fertility, and creates habitat for wildlife.
- 3

IMPROVING WATER QUALITY & STEWARDSHIP - Hops require careful water management, especially in water-scarce regions. Our farmers implement efficient irrigation systems, improve soil organic matter, and utilize runoff management techniques to conserve water and protect local watersheds.



- 4

REDUCING SYNTHETIC CHEMICAL USE - Improving soil health and biodiversity enables growers to reduce reliance on synthetic fertilizers and pesticides, leading to cleaner water, healthier crops, and more resilient farms.
- 5

PROTECTING FARMER LIVELIHOODS - True sustainability is about people as much as it is about the planet. By partnering directly with growers, we ensure that the transition to regenerative practices strengthens their farms, their businesses, and their ability to thrive for generations to come.

SCALING REGENERATIVE PRACTICES: A PILOT FOR THE FUTURE

We are actively working with growers to test, measure, and refine regenerative practices on their farms through a pilot program. We collect data on soil health, emissions, biodiversity, and water usage to create a science-backed blueprint that can be expanded across the hop industry.

The insights we gain will help growers reduce their environmental impact while improving yield and hop quality. They will also give brewers a clearer understanding of how the choices they make—down to the hops they select—directly impact the future of farming.



FROM FARM TO PINT: THE BREWER’S CONNECTION

Hops are more than just an ingredient in beer, they’re a reflection of the land they’re grown on. Soil health, biodiversity, and water stewardship all play a role in shaping hop aroma, flavor, and quality, ultimately influencing the beer in your glass.

We encourage brewers to visit the farms, walk the fields, and see these regenerative practices in action. These direct relationships between brewers and growers enable the connection between responsible agriculture and sustainable beer, ensuring that every pint tells a story of resilient farming, thriving ecosystems, and a commitment to a healthier planet.

Together, we’re not just growing hops, we’re growing a movement.

LOOKING FORWARD: STRENGTHENING OUR COMMITMENT TO REGENERATIVE AGRICULTURE

Regenerative agriculture is not new. It has been practiced since time immemorial by Indigenous stewards of the land. As we look ahead, we are committed to ensuring that these time-tested principles remain at the heart of how we cultivate hops, while also evolving to meet the growing challenges of climate change, resource scarcity, and global regulatory pressures.

By listening to our growers, brewers, and industry partners, we are continuously refining our approach, scaling regenerative practices that sequester carbon, enhance biodiversity, and protect water resources. With new regulations and increased demand for transparency, we are also focused on measuring and validating our impact to drive real change in the hop and brewing industries.

The future of agriculture is dynamic, and so is our approach. From integrating climate-smart technology on farms to enabling brewers to make sustainable choices, we are forging a path where high-quality hops and environmental responsibility go hand in hand. By working together across the supply chain, we are shaping a more resilient future for beer, farming, and the planet.

THRIVING FARMS



Farming has never been easy. Today's challenges, like economic pressures and shifting climate conditions, test the resilience of even the most seasoned growers.

But hop farming is rooted in perseverance. YCH understands that thriving farms are the foundation of a strong supply chain, a sustainable brewing industry, and a resilient agricultural economy. That's why our Thriving Farms commitment is more than just a pillar of our sustainability strategy, it's a promise to stay invested in the future of hop growing.

As a grower-owned company, YCH understands what it takes to keep farms running strong. Our growers continually adapt, embracing advanced equipment, improving efficiency, and prioritizing their teams to meet the demands of this changing landscape. Even in these uncertain times, their dedication never wavers. Through ongoing support, resources, and forward-thinking solutions, we're working to ensure that our hop farms not only endure but thrive for generations to come.



FARM ADVANCEMENTS

Quality begins in the fields, which is why investing in how we grow, harvest, and process hops is essential.

At the core of this commitment are healthy, sustainable return to grower (RTG), giving the farms resources to upgrade infrastructure, embrace innovation, and provide training for their teams. Over the past five years alone, approximately \$400 million has been reinvested into family farms across the Pacific Northwest, allowing growers to modernize their operations and meet the changing needs of a global industry.

These advancements take many forms. From process improvements like optimized irrigation systems, soil health initiatives, and energy-efficient drying techniques, to major investments like expanded processing facilities, advanced pelletizing equipment, and modern cold storage solutions, our growers are continuously driving innovation. Equally important are the people behind the hops, which is why continued education remains a priority, ensuring farm teams have the skills and knowledge to navigate the agricultural landscape.

By fostering innovation and resilience at the source, we help secure the future of high-quality hops throughout the supply chain.



Westwood Farm staff participated in on-farm training with the Natural Resources Conservation Service (NRCS), focusing on conservation practices and projects that protect soil, water, and habitat. These sessions highlight the importance of education in farming and reflect Westwood's commitment to sustainable land stewardship and environmental responsibility.



Many farms, including Westwood, use the off-season to upgrade equipment like pickers and kilns in preparation for the next harvest. These efforts are part of the Green Chief® program and reflect an ongoing commitment to continuous improvement across individual farms.



Introducing new practices like cover cropping into integrated pest management programs is seen as a valuable on-farm upgrade. These efforts support healthy soils and contribute to growing resilient, high-quality hops.

RETURN-TO-GROWER

A sustainable hop industry starts with strong, independent farms, so we built our business model around transparency, stability, and fairness—breaking away from a system that has historically left growers vulnerable to market fluctuations.

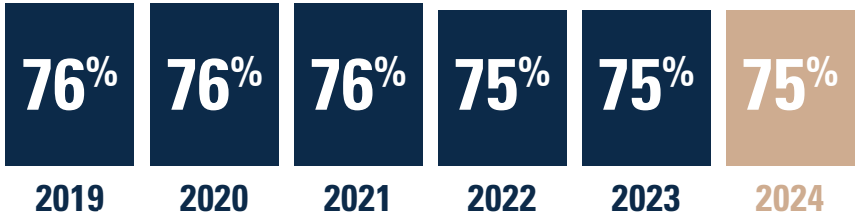
Our Return-to-Grower (RTG) program is a direct reflection of this commitment, ensuring that the majority of our revenue goes directly back to the farms that make everything we do possible.

WHAT IS RETURN-TO-GROWER?

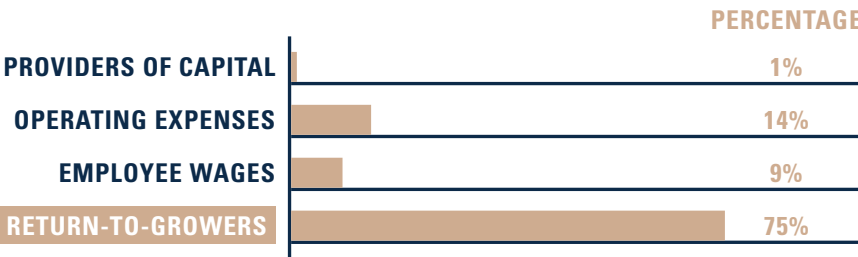
RTG is more than just a financial model, it's a promise to our growers. Each year, regardless of industry highs or lows, we return 75% of our income to the farms within our network. This approach provides the financial security necessary for growers to invest in their operations, from infrastructure improvements and advanced farming technology to soil health initiatives and water efficiency programs. But just as importantly, these returns allow farms to invest in people.

Hop farming is an intense labor that requires skilled hands throughout the growing and harvest seasons to ensure quality at every stage. A strong RTG helps growers offer competitive wages, attract and retain skilled workers, and support the next generation of agricultural leaders. By prioritizing both economic and human sustainability, we're not just helping farms survive the unpredictable cycles of the beer industry, we're allowing them to thrive. Our growers are the foundation of our business, and through Return-to-Grower, we continue to invest in their success, ensuring a resilient and sustainable future for hop farming.

OUR 2024 RTG PERCENTAGE



2024 INCOME BREAKDOWN



GREEN CHIEF® PROGRAM

The Green Chief® Program is more than a series of meetings, it's a structured, grower-led governance system designed to drive continuous improvement, sustainability, and long-term viability for our farms.

The program is built on a collaborative framework that brings together Yakima Chief Hops (YCH) members, Yakima Chief Ranches (YCR) representatives, and growers, ensuring that decisions are made with real-world farming expertise and all perspectives are considered. This structure allows Green Chief® to function as an extension of our farm-level governance, complementing the oversight provided by our Board of Directors and reinforcing our commitment to Environmental, Social, and Governance (ESG) principles at the operational level.

At the heart of the program is the Green Chief® Charter, which guides our monthly meetings and ensures that every discussion is rooted in accountability, progress, and transparency. This charter provides a space for growers to shape industry advancements, implement farm-level improvements, and establish best practices that directly impact hop quality, farm sustainability, and worker well-being.

By integrating data-driven decision-making, peer-to-peer learning, and rigorous evaluation, Green Chief® helps to set new benchmarks in agricultural excellence. From enhancing traceability and food safety standards to developing more efficient and sustainable growing techniques, this program is not just about keeping up with industry expectations, it's about leading the way.

Through Green Chief®, we are reinforcing the power of cooperative governance, ensuring that growers have a voice in shaping the future of hop farming. This farmer-driven approach strengthens economic resiliency, environmental stewardship, and social responsibility, making it a cornerstone of YCH's long-term ESG strategy.

MEMBERS



MEETINGS

Our monthly Green Chief® meetings include an educational component meant to empower growers with the latest in environmental initiatives and sustainable practices. We believe these meetings and the information shared to be critical for our growers to thrive. By choosing collaboration over competition, we continue to elevate our growing practices, resulting in a superior hop product. Last year's topics included:

- ✓ INTEGRATION OR REGENERATIVE AGRICULTURE
- ✓ COVER CROPPING
- ✓ WATER CONSERVATION INITIATIVES
- ✓ ECONOMIC REVIEW OF FARM PRACTICES
- ✓ SPRAY GUIDELINES & RESTRICTIONS
- ✓ AGRONOMIC RESEARCH
- ✓ DRYING TECHNOLOGY



SAFEGUARDING THE FUTURE

The long-term success of the hop industry depends on the strength of the next generation of growers.

YCH recognizes that ensuring a vibrant future for hop farming goes beyond short-term profits; it requires strategic investment in the people, land, and resources that will shape the future of the industry. Through our Return-to-Grower (RTG) program and dedicated succession planning initiatives, we are working to provide the financial stability, education, and mentorship necessary for the next wave of hop growers to thrive.

Hop farming is deeply rooted in tradition, with many farms in our network spanning multiple generations. Yet, succession planning remains one of the biggest challenges facing agriculture

today. In the Pacific Northwest, one-third of farmland is projected to change hands within the next 15 years. In Washington state alone, more than 75% of farmers over the age of 65 do not have a succession plan or an identified heir. At the same time, fewer young farmers are entering the industry, largely due to limited access to affordable land. These realities underscore the need for proactive solutions to help preserve the legacy and future of family farms.

YCH’s RTG model is a cornerstone of our commitment to the future of hop farming, empowering growers with financial resources to reinvest in their operations. By returning 75% of our income to our growers, we help fuel upgrades to infrastructure, the adoption of innovative techniques, and the long-term resilience of their farms. But our support doesn’t stop there, we are also investing in education, mentorship, and leadership development to equip the next wave of hop growers with the tools they need to navigate an ever-evolving agricultural landscape.

Our Next Generation Succession Program is designed to educate and empower future farm leaders with the skills and knowledge to prosper in today’s hop industry. This program goes beyond traditional agricultural training, offering financial preparedness, land access strategies, and long-term business planning. We also address critical topics like communication skills, power dynamics in land ownership, and strategies to support immigrant and refugee farmers. By taking a more inclusive approach, we are ensuring that the future of hop farming is led with resilience and purpose.

INVESTING IN THE FUTURE OF HOP FARMING

Growers are the foundation of everything we do. That’s why we invest in their long-term success; to ensure they have the financial security, resources, and knowledge to sustain their farms for future generations.

- ✓ **PAYING COMPETITIVE PRICES** – Our grower-owned model allows us to pay above-market prices, rewarding quality and incentivizing continuous improvement.
- ✓ **SHARING ANNUAL EARNINGS** – We distribute earnings back to our growers, providing financial stability and enabling reinvestment in their farms.
- ✓ **DRIVING CONTINUOUS IMPROVEMENT** – Through our Green Chief® Program, we collaborate with growers to refine farming practices, optimize productivity, and enhance sustainability.
- ✓ **FACILITATING FARM EVALUATIONS** – Internal and third-party assessments help growers improve hop quality, environmental stewardship, and working conditions.
- ✓ **SUPPORTING GROWER EDUCATION** – Our Green Chief® Team offers hands-on training and one-on-one guidance, keeping growers ahead of evolving industry demands.

LOOKING FORWARD: A THRIVING FUTURE FOR FARMS & HOPS

The future of hop farming is dependent on continuous learning, collaboration, and innovation. As we move forward, YCH remains dedicated to expanding the tools, resources, and education needed to help our growers succeed in an evolving agricultural landscape. A strong foundation is in place, built through strategic investments and a governance framework that empowers farmers to adapt, lead, and thrive.

We are bringing subject matter experts and industry leaders into our Green Chief® Program to share cutting-edge research, technology, and new sustainability practices with our network of growers. Sustainability metrics will now be included in the final Green Chief® scores, enabling us to track farm-level environmental data more effectively. This critical information will improve our ability to measure carbon footprints, help growers optimize inputs, and support a more transparent, responsible supply chain.

Beyond the fields, we recognize that the future of our industry depends on the next generation of growers. With significant farmland transitions on the horizon, we are committed to succession planning initiatives that equip new and aspiring farmers with the knowledge, skills, and support they need to be successful. This means fostering mentorship, providing financial stability, and advocating for policies that ensure long-term access to land and resources.

We believe thriving farms grow exceptional hops, and exceptional hops make extraordinary beer. Through collaboration, innovation, and firm commitment to our growers, we are shaping a future rooted in quality, sustainability, and passion for the craft.

OUR CURRENT NEXT GEN COHORT



ERIK SAUVE
SAUVE & SON FARMS
4th Generation



ERICA LORENTZ
LAKESIDE RANCHES
4th Generation



BEN ST.MARY
BLACK STAR RANCH
4th Generation



JESSICA RIEL
DOUBLE R HOP RANCHES
4th Generation



PATRICK SMITH
LOFTUS RANCHES
4th Generation



BRANDON DAVIDSON
BC HOP RANCH
4th Generation



AUSTIN GASSELUNG
GASSELUNG RANCHES
5th Generation



COLT CARPENTER
CARPENTER RANCHES
6th Generation

PRODUCT EXCELLENCE

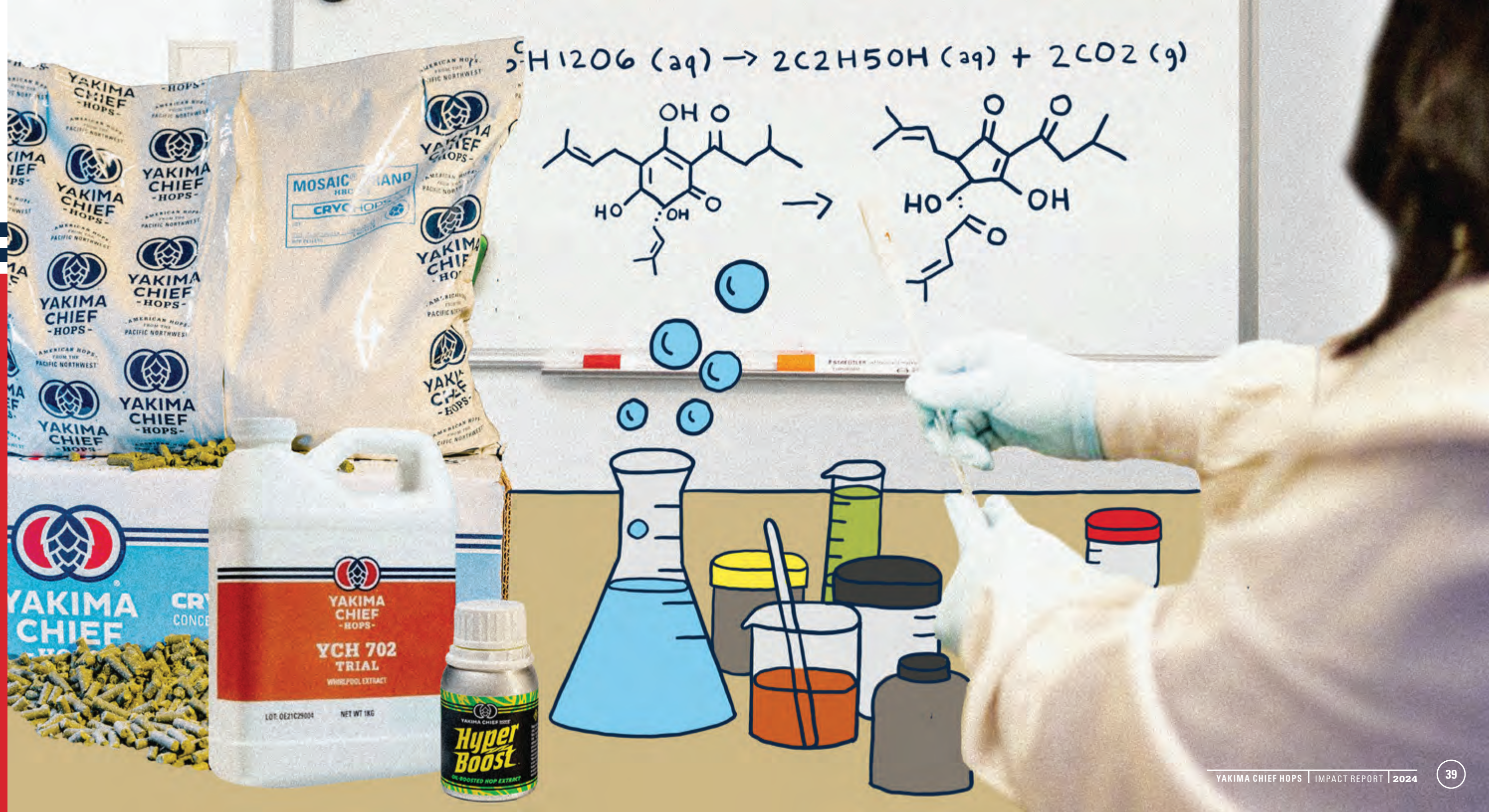


Yakima Chief Hops has an unwavering commitment to product excellence, innovation, and quality inspired by the pioneering creative spirit of both our growers and brewers.

Long-term sustainability ultimately relies on our ability to provide premium product offerings and maintain trust throughout our growing customer base.

Our family of growers have been perfecting their craft for generations. They depend on us to supply brewers with hop products and solutions that mirror the excellence they have cultivated in the fields. We act as hop stewards, sourcing from the most quality-driven farms and processing the hops with care, preserving their aromas and flavor characteristics.

We hold ourselves accountable for creating and surpassing an elevated standard of product excellence. We consistently allocate resources toward research, innovative packaging solutions, and cutting-edge technology. We have developed tools for increased transparency and traceability throughout the supply chain and measure our success with both internal and external validations. Our competitive edge creates opportunities that begin in the field and end in your brewhouse.



FEEDBACK MAKES THE WORLD GO ROUND

YCH is constantly working to keep open communication between growers and brewers.

This relationship is fundamental to producing the highest-quality hop products that fuel the beer industry. Continuous improvement is a core value that runs deep within our organization, and we thrive on feedback from our brewing customers. We actively facilitate this dialogue at every opportunity, ensuring that insights from brewers enhance sustainable growing practices at the farm level.

This feedback loop is a core part of our operations. It informs decisions, drives efficiency, and strengthens our collective impact. Sustainability conversations naturally weave into every step of this process, whether we are on the farm or in the brewhouse. These discussions create common ground, bridging perspectives and fostering shared progress across the value chain. The feedback we receive each year plays a crucial role in shaping our programs, ensuring we continue to meet the evolving needs of our growers and brewers.

In 2024, we launched our first-ever materiality assessment, formalizing a framework to guide our sustainability priorities. This ongoing process, fueled by multi-sector and multi-discipline inputs, helped us refine our focus, maximize impact, and continue delivering value for our brewing partners.



STAMPS OF APPROVAL:

Certifications play a vital role in our commitment to meeting the highest standards of product excellence. By undergoing rigorous audits to earn certifications like ISO and Organic, we hold our operations to the strictest standards for quality and sustainability. These programs provide us with a structured framework to refine our processes, adopt new technologies, and enhance efficiencies across our supply chain. Beyond meeting requirements, we view these certifications as opportunities to push beyond compliance, setting new benchmarks for excellence in both hop production and environmental stewardship.



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.



PACKAGING WITH A PURPOSE

Circularity is at the core of making YCH a more responsible business. We are working to reduce our packaging footprint without compromising the safety and quality of our products.

By rethinking our approach to a circular economy, we are reducing reliance on virgin materials, scaling back bleaching processes, and incorporating plant-based dyes and compostable solutions.

Today, 95% of our packaging is considered ready to recycle. The remaining 5%, our Mylar hop bags, are our next focus. We’re actively testing viable alternatives that maintain product integrity while cutting down on waste. Our strategy focuses on three key areas:

- Reduction:** Using less virgin plastic.
- Circulation:** Designing more recyclable, reusable, and compostable packaging.
- Collaboration:** Working collectively with brewers, suppliers, and industry leaders to drive meaningful change.

YCH defines responsible packaging as reusable, renewable, recyclable, compostable, or biodegradable, certified by third-party standards such as the Forest Stewardship Council (FSC) and others. Our goal is to lessen the burden on brewers and keep more materials out of landfills. By leaning into science, innovation, and brewer feedback, we’re working toward a future where sustainability is built into every part of the brewing journey, starting with the packaging.



KEY PACKAGING PRINCIPLES

- 1** | **RETHINK:** EVALUATE EVERY COMPONENT OF OUR PACKAGING TO ENSURE ONLY ESSENTIAL MATERIALS ARE USED.
- 2** | **REDUCE:** OPTIMIZE DESIGN TO MINIMIZE SIZE, WEIGHT, AND MATERIAL USE.
- 3** | **REUSE:** SHIFT AWAY FROM SINGLE-USE PACKAGING BY EXPLORING REFILLABLE AND REUSABLE OPTIONS WHERE FEASIBLE.
- 4** | **RECYCLE:** PRIORITIZE RECYCLABLE MATERIALS AND EXPLORE COMPOSTABLE OR BIO-BASED ALTERNATIVES.
- 5** | **INCREASE CONSUMER-BASED EDUCATION ON OUR PACKAGING OFFERINGS AND HOW TO RECYCLE OR REUSE OUR MATERIALS.**



BY THE NUMBERS: OUR PACKAGING FOOTPRINT



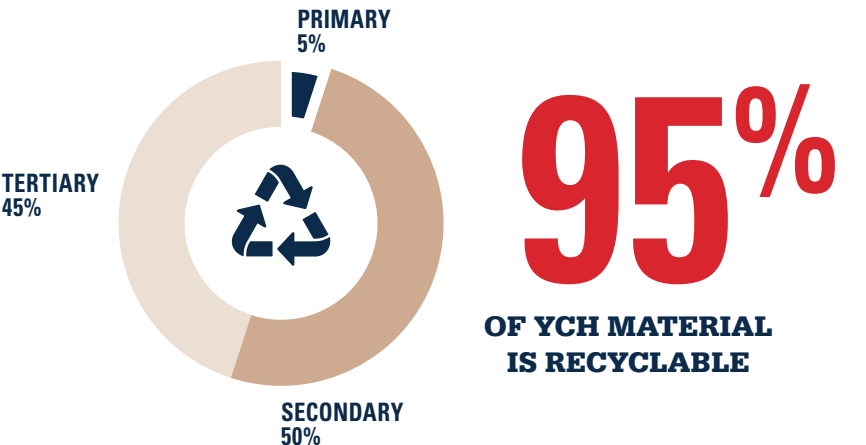
PRIMARY PACKAGING: packaging that directly contains the product, such as our Mylar bags, hop oil tins, drums, and other containers.



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 ENGAGEMENT

The heart of our business lies in the relationships we’ve built with brewers around the world, and their opinions are invaluable when it comes to shaping everything we do.

Each year, we invite our brewing partners to share their honest feedback through our Annual Customer Engagement Survey. This is more than just a box to check, it’s a crucial tool that helps us understand what we’re doing well and, more importantly, where we can improve. By listening to our customers, we continuously refine our processes, enhance our service, and push the boundaries of product excellence. This feedback ensures we’re evolving to meet the ever-changing needs of the brewing industry. Behind every data point is a brewer’s experience that directly influences how we move forward, and we are genuinely grateful for the time put into every response.

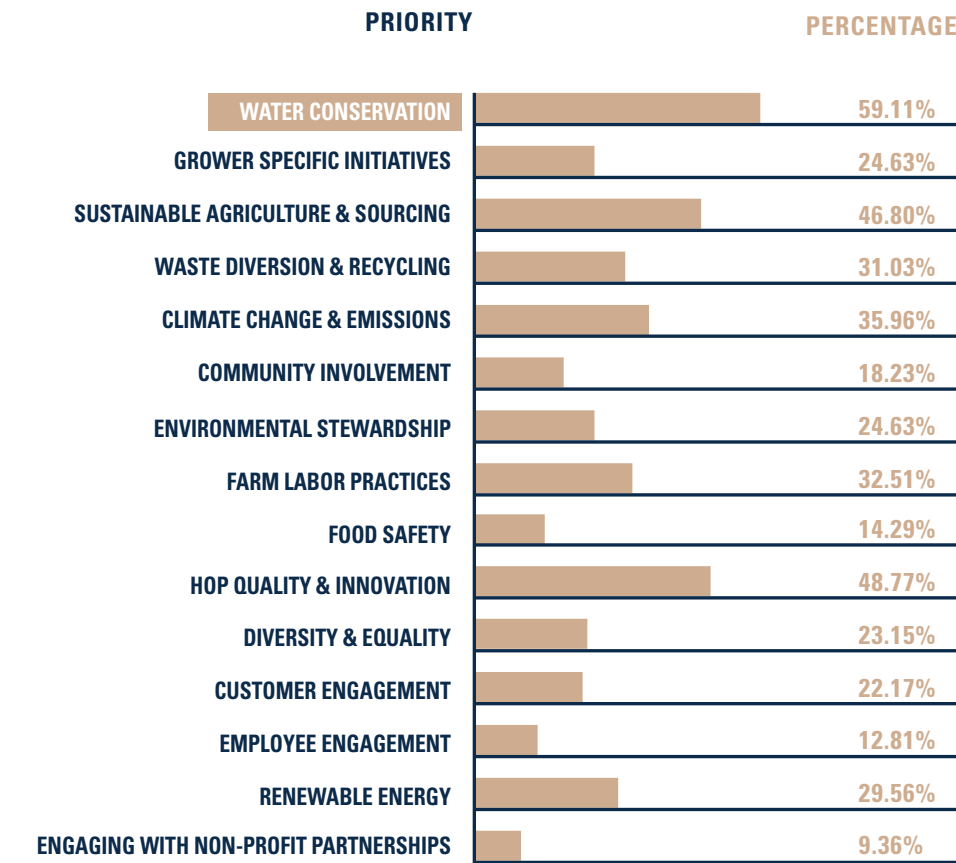
CUSTOMER SATISFACTION



CUSTOMER PRIORITIES

Customer feedback plays a key role in shaping the future of our social responsibility efforts. From water conservation and sustainable agriculture to innovations in hop quality, understanding what matters most to our brewing community helps us partner effectively and scale initiatives to drive real impact.

These insights don’t just sit on a spreadsheet, they drive decisions, spark collaborations, and fuel our commitment to a more sustainable and responsible brewing future. Here’s a look at the key issues customers want us to tackle next:





CUSTOMERS REPRESENTED

Every year, we’re revitalized by the insights provided by the incredible breweries helping us improve quality, service, and sustainability. Feedback isn’t just collected; it is taken to heart. Our most recent survey reflects the diverse array of breweries we’re proud to serve:

MARKET	PERCENT
OTHER	0.42%
NATIONAL BREWERY	1.69%
REGIONAL BREWERIES	10.55%
BREW PUBS	23.21%
MICRO-BREWERY	64.14%

Customer input is essential. We see you, we hear you, and we’re committed to making every year better than the last—because great beer starts with great partnerships.



LOOKING FORWARD: THE FUTURE OF SUSTAINABLE PACKAGING.

YCH is committed to packaging that preserves hop quality while minimizing environmental impact, pushing past industry standards with a clear focus on sustainable solutions for the future.

With 95% of our packaging already reusable, recyclable, or compostable, we’re focused on tackling the final 5% by prioritizing Mylar alternatives that protect product quality without contributing to landfill waste. Mylar is recyclable through specialized programs; however, these options often require additional fees and effort, creating barriers for brewers who want to reduce waste. Our goal is to eliminate these obstacles by exploring packaging solutions that are more accessible, effective, and truly circular.

Our responsible packaging strategy is centered on innovation and impact. We’re actively increasing recycled content, sourcing more FSC-certified materials, and improving end-of-use education to support circularity. We’re also lightweighting materials to reduce transportation and manufacturing emissions.

The future of packaging lies in circularity, where materials are used, reused, and repurposed rather than discarded. Our 2025 goals are clear: reduce our packaging footprint, close the loop on material use, and curb plastic waste. Through innovation, collaboration, and relentless pursuit of better solutions, we’re shaping a future where sustainability is built into every step of the brewing process.

EMPOWERING PEOPLE



The success of YCH is powered by people. Our employees, growers, and communities are the foundation of everything we do.

We cultivate more than just hops — we cultivate a workplace where people thrive. Our commitment to a culture of authenticity ensures that every employee feels valued and empowered to grow to their fullest potential. We proudly support employee community groups that celebrate heritage, identity, and connection, fostering an environment rooted in respect, inclusion, and opportunity for all.

Our investment in people extends beyond the workplace. We work to uplift the communities where we live and operate, supporting the livelihoods of our employees and growers. Our evolving safety programs, wellness initiatives, and Employee Engagement Survey ensure that we listen, learn, and implement meaningful changes to enhance the employee experience. In 2024, we achieved our highest participation rate yet, reinforcing our commitment to a people-powered culture.

Sustainability isn't just protecting the environment; it's about investing in people. Through continuous learning, leadership development, and a workplace that fosters bold thinking and collaboration, we empower our team to shape the future of our industry. When our people thrive, so does our company and communities. Together, we are people-powered, and together, we grow.

2024 CONTINUING EDUCATION GRADUATES!



ANDY ARSENAULT
Leadership Principals



OSCAR RODRIGUEZ
Project Management



TIFFANY PITRA
Ag Forestry



SPENCER KLEIN
Ag Forestry



MARIA DELGADO
Project Management



RODRIGO PLANCARTE
Management in the Food & Beverage Industries



A GLOBAL WORKFORCE

From a small team in Sunnyside, WA, to a global network of passionate hop enthusiasts, our workforce has grown alongside our mission.

Check out the map below to see where our teams are making an impact around the world.



469

TOTAL EMPLOYEES

332

FULL TIME EMPLOYEES

13.5%

REDUCTION SINCE 2023



EMPLOYEE REPRESENTATION

We know that our strength comes from our people. Their unique perspectives, experiences, and creativity fuel our success.

Just like the brewing industry thrives on a variety of hops to craft the perfect beer, we thrive on a diverse team that brings fresh ideas and innovation to the table. Building an inclusive and equitable workplace isn't just a goal; it's a commitment 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 true inclusion starts from within. That's why we've set ambitious goals to increase the representation of women and people of color in our global operations by 2025. But goals alone aren't enough—we're actively implementing programs that break down barriers in recruiting, hiring, and career advancement. Across our offices and teams worldwide, we're working to ensure that YCH reflects the vibrant communities we serve.

One of the most rewarding aspects of this sustainability report is the opportunity to be transparent and hold ourselves accountable. We're proud of the progress we've made,

but we know there's always room for improvement. Our employees are the heart of our business, and their voices shape the future of YCH. Together, we are building a more diverse workforce and creating a stronger, more inclusive brewing community that thrives on the power of people.

BIPOC REPRESENTATION

57%

FEMALE REPRESENTATION

31%

AVERAGE EMPLOYEE AGE

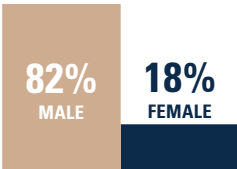
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RACE & ETHNICITY

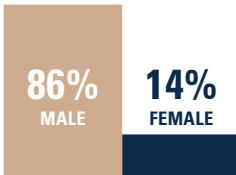
	% US POPULATION*	% YCH EMPLOYEES
AMERICAN INDIAN OR ALASKAN NATIVE	1.3%	0%
ASIAN	6.4%	3%
BLACK OR AFRICAN AMERICAN	13.7%	1%
HISPANIC/LATINO	19.5%	50%
NATIVE HAWAIIAN OR PACIFIC ISLANDER	0.3%	1%
TWO OR MORE RACES	3.1%	2%
WHITE	58.4%	43%

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

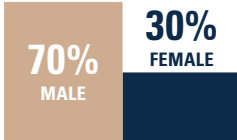
LEADERSHIP REPRESENTATION



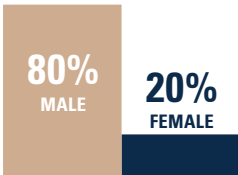
BOARD OF DIRECTORS



LEADERSHIP TEAM



DIRECTORS & MANAGERS



SUPERVISORS, FRONT LINE & LEADS



BREWING A MORE INCLUSIVE FUTURE

YCH recognizes that real change in the brewing and hop-growing industries starts with intentional action.

While we don't have an official DEI program, we actively foster inclusivity through collaborations, partnerships, and grassroots efforts. We believe in creating opportunities within the brewing community, regardless of a person's background or gender. That means supporting nonprofit organizations focused on justice, equity, diversity, and inclusion, as well as helping to put on events that welcome and empower everyone.

Our approach isn't about checking a box, it's about ensuring that YCH employees, growers, and brewing partners have the knowledge, resources, and support to advocate for a more inclusive industry. From policy improvements that make our workplace more equitable to community-driven initiatives that bring people together, we encourage our teams to take action in ways that are authentic to them. Through collaborations with like-minded breweries and organizations, we continue to amplify underrepresented voices and create spaces where everyone can see themselves reflected in the industry.

Building a more inclusive future isn't a solo effort, it's collective. We are committed to doing the work, learning as we go, and challenging outdated norms to create a brewing and hop-growing industry that is more diverse, welcoming, and representative of the world around us—not just within our walls, but in the communities we serve.

CONTINUING EDUCATION

We know that curiosity fuels innovation, and we want our team to stay inspired.

Learning should be exciting, empowering, and even a little fun. That's why we invest in continuing education programs that not only help our employees excel in their roles but also spark new passions and ideas along the way.

Our annual continuing education stipend and Education Tuition Assistance Program (ETAP) provide financial support for employees eager to level up their skills, explore new interests, and take their careers to the next level. Whether it's diving into leadership development, learning a new language, or sharpening industry-specific expertise, we want to make sure everyone has access to opportunities that fuel both professional and personal growth.

But learning at YCH isn't just about textbooks and classrooms, it's about creating hands-on experiences that keep our team engaged and excited. That's why we offer on-site education programs, from English as a Second Language (ESL) to leadership training.

Nothing makes us prouder than seeing those accomplishments come to life, whether it's a tassel moving from one side of the cap to the other at graduation or a freshly earned certification proudly mounted on an office wall.

10 **EMPLOYEES**
UTILIZED THE ETAP PROGRAM IN 2024

59 **EMPLOYEES**
PARTICIPATED IN CONTINUING EDUCATION
COURSES IN 2024

213 **TOTAL HOURS**
OF PAID TRAINING IN 2024





SAFETY FIRST
ALWAYS

At YCH, safety is a commitment to our employees, ensuring a secure and supportive environment where they can work confidently and peacefully.

By prioritizing safety, we are not only protecting our team but also upholding the integrity and quality of the hops we deliver to brewers around the world.

For our dedicated operations teams, the backbone of our company is relentless in improving safety measures. From proactive training programs to transparent reporting systems, we

continuously evolve our approach to prevent injuries. Our safety committee is made up of representatives from 18 different departments, ensuring that safety is a shared responsibility that touches every aspect of our operations. At the end of the day, nothing is more important than making sure everyone goes home the same way they came in, healthy, strong, and ready for another day of excellence.

CELEBRATING
EXCELLENCE

Guadalupe “Lupe” Saldana has played a pivotal role in conducting research trials to develop innovative, value-added hop oil products. Her dedication and hard work led to the creation of a new product, for which she produced samples that successfully generated interest from a customer we had not engaged with in years.

Lupe exemplifies the values of teamwork, process excellence, quality, innovation, and dedication in her work.

EMPLOYEE
OF THE
YEAR

GUADALUPE
SALDANA



LOOKING FORWARD:
FORAGING A HUMAN-POWERED FUTURE

At YCH, we believe that a truly successful company prioritizes its people just as much as its products.

That’s why we’re committed to humanizing our business, ensuring that every employee has a voice, and using those voices to drive meaningful change. Our feedback loop isn’t just a formality, it’s the engine that powers our evolution. By listening, learning, and acting, we continue to build a workplace where respect, dignity, and opportunity are the foundation of everything we do.

We know there’s always room for improvement, and we will continue strengthening our efforts in creating an inclusive, equitable workplace that reflects the diverse global brewing and hop-growing communities we serve. This means expanding learning opportunities, refining our hiring and advancement strategies to ensure more equitable access, and fostering an environment where employees feel empowered to make an impact.

As we grow, we remain focused on the initiatives that matter, amplifying diverse voices, strengthening safety culture, and ensuring that every individual at YCH has the opportunity to thrive. We’re setting clear goals and timelines, holding ourselves accountable, and keeping our employees and partners informed every step of the way. We are building a future where people feel valued, heard, and empowered, they do incredible things.

GROWING OUR COMMUNITY



Showing up matters. Growing Our Community is how we engage with the people and places that shape us. From the hop fields in the Pacific Northwest to breweries worldwide, we invest in the communities where we live, work, and play.

No partnership looks the same, and that's what makes our approach meaningful. We meet our community partners where they are—listening first and collaborating to drive real, lasting change. Whether it's rolling up our sleeves for hands-on volunteer work, providing essential resources, or amplifying important social causes, we take pride in being a reliable, trusted partner.

Over the past year, we've worked alongside incredible organizations, donated hops to meaningful cause-based brews, empowered our employees with paid volunteer hours, and contributed to projects that strengthen the fabric of our communities. These efforts aren't just about giving back, they're about moving forward.

By partnering with nonprofits, breweries, and local leaders, we're building a stronger, more connected world that thrives on collaboration and shared purpose. And this is just the beginning.



YAKIMA CHIEF HOPS GIVEBACK

When your hometown is as incredible as ours, you do everything you can to help it thrive.

That’s why we’ve built deep-rooted partnerships locally and beyond, giving back to the people and places that have given us so much. Through our Employee Give Back program, YCH empowers every employee, no matter where they live, to support a cause that is meaningful to them, with our full backing.

At YCH, each full-time employee receives 16 paid hours annually to volunteer for causes they care about. In 2024, our team dedicated 1,098 volunteer hours—up 12.5% from 2023. Every hour makes a difference, and our employees enjoy stepping away from their routines, rallying co-workers, sparking new interests, and creating a culture where giving back comes naturally.

The Giveback Program puts purpose in our people’s hands, providing direct funding for employees to support the nonprofits they care about the most. Since launching the program in 2018, we’ve seen how one person’s passion can create a ripple effect of change. From food drives and habitat restoration to youth mentorship and adaptive sports, it’s more than volunteering, it’s making an impact where it matters most to our teams.

YCH proudly supports youth programs by offering every full-time employee a \$200 stipend to donate to a youth-focused non-profit of their choice, empowering them to invest in their community’s future generations. In 2024 alone, this initiative directed \$7,600 to employee-selected charities making a difference.

IMPACT NUMBERS 2024

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.



1,098	HOURS VOLUNTEERED BY YCH EMPLOYEES
\$186,600	DONATED THROUGH CORPORATE GIVING
\$7,600	DONATED TO YOUTH PROGRAMS
\$123,280	GENERATED THROUGH COMMUNITY BLEND SALES
\$20,000	SCHOLARSHIP FUNDS TOTAL ALLOCATED



ORGANIZATIONS THAT WE SUPPORT

- SELAH VIKING BASEBALL CLUB
- 20TH ANNUAL SHOW & SHINE
- SELAH BASEBALL
- IDAHO BREWSHED ALLIANCE
- BOUNTY OF THE VALLEY SCHOLARSHIP DINNER
- YAKAMA NATION TREATY DAY
- DANCING OUR PRAYERS PROGRAM
- PEACEKEEPER SOCIETY
- YAKAMA NATION BOYS & GIRLS CLUB
- PROSSER BOYS & GIRLS CLUB
- POLO FOR PEGASUS
- WASHINGTON WILD
- MOXEE HOP FESTIVAL
- MISS PROSSER SCHOLARSHIP PROGRAM
- UC DAVIS
- KUMBIA KING CONCERT
- RED CROSS FIRST AID
- ALL STATE WASHINGTON BASEBALL
- YAKIMA FOOD BANK
- 7th ANNUAL BOUNTIFUL EARTH BENEFIT
- 21st ANNUAL FRESH HOP ALE FESTIVAL
- SUNNYSIDE 1st ANNUAL TURKEY DRIVE
- YAKAMA NATION ELDERS DAY LUNCHEON
- YWCA
- WORLD CENTRAL KITCHEN



COMMUNITY BLENDS

Great beer has the power to bring people together—but what if it could do even more?

That’s exactly the idea behind our Community Blends program. We’re not just crafting hop blends; we’re crafting change. Each blend is built with purpose, driving social justice while giving employees, growers, brewers, and beer lovers a tangible way to make an impact.

Here’s how it works: We team up with passionate brewing partners, dedicated hop growers, and mission-driven non-profits to create unique, cause-based blends. A portion of every sale goes directly to organizations doing the hard work on the ground, and many breweries take it a step further, donating proceeds from their beers to amplify the impact.

From farm to pint, we make sure these blends are interactive, engaging, and intentional—because change happens when people come together. This isn’t just about making great beer (though, trust us, these blends are exceptional). It’s about fueling conversations, sparking action, and proving that when our industry unites for a cause, we’re truly #BIGGERTHANBEER.

ALES FOR ALS

The Ales for ALS™ blend supports a growing national initiative to accelerate a cure for Lou Gehrig’s disease (ALS).

Each year, participating Ales for ALS™ brewers receive a free blend of specialty hops from Loftus Ranches and Yakima Chief Hops. Brewers then create a one-of-a-kind beer and donate \$1 per pint sold to support ALS research at the ALS Therapy Development Institute. The 2025 blend features Simcoe®, Krush™, Mosaic®, HBC 522, and HBC 1019, delivering big citrus, stone fruit, tropical, pine, and woody notes.



23,800* | **LBS SOLD**
OF PINK BOOTS BLEND
\$54,758* | **\$ DONATED**
FROM PINK BOOTS BLEND SALES

* Includes multiple crop year sales and sales to Country Malt Group.



VETERANS BLEND

The Veterans Blend by Yakima Chief Hops is a special blend created each year by Veterans in the brewing industry to support a nonprofit organization serving the Veteran community. This 7th Annual blend featured Ekuanot®, Citra®, El Dorado®, Simcoe®, and Crystal, offering a balance of berry, tropical citrus, and herbal notes.

The blend raised \$22,419 for Stop Soldier Suicide, the only national non-profit to focus solely on suicide prevention among Veterans. Veterans and service members are at a 58% greater risk of suicide than their civilian counterparts. The mission of Stop Soldier Suicide is to reduce military suicide rates to civilian parity by 2030 through enhanced risk identification tools and just-in-time interventions. This donation will provide 225 hours of free, confidential, suicide-specific care to veterans and service members at the highest risk for suicide.



6,900* | **LBS SOLD**
OF VETERANS BLEND
\$18,522* | **\$ DONATED**
FROM VETERANS BLEND

* Includes multiple crop year sales and sales to Country Malt Group.



FALCONER'S FLIGHT® BLEND

Falconer’s Flight, originally developed in 2010 and continued by Yakima Chief Hops, honors Pacific Northwest brewing pioneer Glen Hay Falconer.

This unique blend—featuring Cascade, Centennial, Chinook, Citra, Cluster, Columbus, and Crystal hops—delivers bright citrus, stone fruit, and tropical notes with a woody, herbal backbone, making it an ideal choice for the IPAs and Pale Ales so loved in the Pacific Northwest.

Proceeds support the Glen Hay Falconer Foundation, funding brewing scholarships for current and aspiring brewers in the Western United States. More than just a hop blend, Falconer’s Flight carries forward a legacy of community, education, and passion for the craft.



108,819 | **LBS SOLD**
OF FALCONER'S FLIGHT BLEND
\$50,000 | **\$ DONATED**
FROM FALCONER'S FLIGHT BLEND



PINTS WITH PURPOSE

The craft beer community has demonstrated a fiery passion when championing vital social causes.

We're absolutely thrilled to stand shoulder to shoulder with our purpose-driven brewing partners, blazing a trail for charitable causes. Our fervent hope is that our industry becomes a catalyst for a movement that infuses humanity with positive change! Here's to progress, here's to **#pintswithpurpose**

EARTH TO BEER

Earth to Beer: Yakima Chief Hops was proud to collaborate with Canworks, Craft Canning + Printing, and Salmon-Safe on a meaningful beer as part of the Earth To Beer initiative (earthtobeer.com).

This national campaign challenged breweries to craft beers that redefine sustainability and environmental stewardship, inspiring a ripple effect of impact. Each participating brewery partnered with a matching donor to increase support for local environmental nonprofits. With 35 breweries involved, Earth to Beer was more than just a campaign—it became a collective effort for real change.

From custom beer labels to coordinated Earth Day celebrations, the initiative provided brewers with the tools to make an impact, and YCH was honored to be part of this movement.



SESIONES DEL MIGRANTE

Sesiones del Migrante is a collaboration between YCH and Bale Breaker Brewing Company, dedicated to celebrating the hard work and contributions of migrant workers in the hop industry.

This seasonal brew pays tribute to their vital role in hop farming. Beyond raising a glass to our agricultural workforce, the beer champions local migrant communities. Proceeds from previous releases have supported organizations that aid farmworkers and immigrant families.

The project has sparked collaborations with breweries in Mexico and the U.S., forging stronger bonds across brewing communities and borders.



LOOKING FORWARD: CULTIVATING STRONGER, MORE RESILIENT COMMUNITIES.

YCH is dedicated to shaping a brighter future. As we look forward, we are committed to pushing the boundaries of what it means to be a responsible business, amplifying our influence, and ensuring that our communities, both near and far, flourish sustainably.

We are expanding our environmental stewardship efforts, setting the bar for sustainable hop production while driving innovation that inspires our industry to think beyond the status quo. We will continue to champion equity and inclusion, ensuring that the agricultural and brewing industries are accessible, welcoming, and supportive spaces for everyone.

We believe that true progress is reflected in the ripples of impact we create. By deepening partnerships, elevating diverse voices, and investing in the future, we aim to build something greater than ourselves. This is not just about us; it's about the collective power of communities committed to meaningful change. We are excited about what's ahead and remain dedicated to growing together with purpose.

ABOUT THIS REPORT

This report outlines YCH’s 2024 Environmental, Social, and Governance (ESG) strategy, impact progress, and key updates from the first quarter of 2025.

Unless otherwise noted, all information presented covers the 2024 fiscal year, which concluded on December 31, 2024.

As we launch our 14th annual sustainability report, we continue to refine how we measure and communicate our progress. This year, we’ve included an index of the globally recognized sustainability frameworks we’ve referenced.

YCH values stakeholder feedback and actively seeks your input. Please direct any questions or comments to: ChiefCSR@yakimachief.com.

DISCLAIMERS

We have made every effort to ensure the accuracy and reliability of the data presented in this report. However, certain measurements involve estimates and assumptions subject to inherent uncertainty, such as conversion factors and data precision. Different methodologies, inputs, or assumptions could yield materially different results. While we believe third-party data used in this report is reliable, we have not independently verified its accuracy or underlying assumptions.

The terms “material,” “substantive,” “significant,” and similar terminology in this report reflect the economic, environmental, and social impacts relevant to YCH or defined by reporting frameworks such as the Green House Gas (GHG) Protocol and Global Reporting Initiative (GRI). These terms do not carry the same definitions as those used in financial reporting or securities laws.

The inclusion of information in this report should not be interpreted as an assessment of its financial materiality or impact. For additional details, please refer to our Annual Report on Form 10-K for the year ended December 31, 2024, and other publicly available filings.

GRI INDEX

	GENERAL DISCLOSURE	GENERAL TITLE	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION	ADDITIONAL REFERENCE
ORGANIZATIONAL PROFILE	102-1	Name of the organization	Yakima Chief Hops, Inc.	
	102-2	Activities, brands, products, and services	All of our products are made available on our company website: www.yakimachief.com. None of our products are banned in certain markets.	
	102-3	Location of headquarters	306 Division Street Yakima, Washington 98902	
	102-4	Location of operations	Yakima Chief Hops has operations located in: United States, Europe, Australia and Asia	
	102-5	Ownership and legal form	Yakima Chief Hops, Inc.	
	102-6	Markets served	We serve all customers, from home brewers to the largest global breweries. In the 2024 report, our customer segments were reported in accordance with Brewer’s Association designations. Our customer segment designations have since changed and are still being reevaluated to better represent our customer base. We work with family hop farms and source hops from the Pacific Northwest (USA), Europe, and Australia. Our hops are sold globally to a majority of countries.	
	102-7	Scale of the organization	Total number of employees: 332 full time employees. Total number of operations: We define major operations as Yakima and Sunnyside, Washington & Brussels, Belgium. Net Sales: This information classifies as legal information, confidential to YCH, and therefore cannot be disclosed. Total capitalization: This information classifies as legal information, confidential to YCH, and therefore cannot be disclosed. Quantity of products or services provided: This information classifies as legal information, confidential to YCH, and therefore cannot be disclosed.	
	102-8	Information on employees and other workers	Total number of employees by employment contract (permanent and temporary), by gender: Permanent, F: 103 Permanent, M: 226 Whether a significant portion of the organization’s activities are performed by works who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees: As an agricultural cooperative and CPG company, we rely on agricultural workers to harvest crop in the hop fields and seasonal employees to fulfill harvest requirements. Any significant variations in the numbers reported in Disclosures 102-8-a,102-8-b and 102-8-c (such as seasonal variations in the tourism or agricultural industries): N/A An explanation of how the data have been compiled, including any assumptions made: Temporary is defined by the following employment types: Seasonal, Intern, Temporary. Part-Time is defined by the following employment types: Part-Time, Seasonal, Intern, Temporary.	

	GENERAL DISCLOSURE	GENERAL TITLE	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION	ADDITIONAL REFERENCE
ORGANIZATIONAL PROFILE	102-9	Supply chain	Since 1988, Yakima Chief Hops (YCH) has proudly operated as a farmer-owned and farmer-led organization, representing around 47 family hop farms across Washington, Oregon, and Idaho. These dedicated growers supply high-quality hops and share directly in the success and growth of YCH. As demand for our products has expanded, so has our production capacity. To serve customers beyond the Pacific Northwest, we’ve partnered with trusted co-manufacturers, allowing us to scale responsibly while maintaining our commitment to quality. Today, YCH supports more than 300 employees, our grower-owners, and allied farms. This growth has also enabled us to reinvest millions of dollars into our communities, supporting long-term resilience and vitality. Even as we grow beyond the geographic boundaries of the Yakima Valley, our mission remains the same: to bring exceptional hop varieties to more people while doing so responsibly and sustainably. Our Supply Chain Team plays a critical role in making this possible. They are responsible for ensuring our hops are delivered on time, in full, and to the right place to meet customer expectations. This involves close collaboration with our growers to promote sustainable sourcing, along with managing supplier and co-manufacturer relationships. Their work also includes demand and supply planning, warehousing, logistics, shipment coordination, and ongoing supplier performance management.	
	102-10	Significant changes to the organization and its supply chain	We did not make any significant changes to our organization's size, structure, ownership or supply chain in 2023.	
	102-11	Precautionary Principle or approach	Yakima Chief Hops approach to risk management includes the adoption of the precautionary principle: where there may be threats of serious or irreversible impact but a lack of full scientific certainty, we will not use this as a reason for postponing cost effective measures to prevent negative or harmful environmental or social impacts. We apply the proactive principles through our food safety management system. We continuously strive to improve our performance through internal audits and customer audits.	
	102-12	External initiatives	For a complete list of all our certifications can be found on our company website: https://www.yakimachief.com/certifications/	
	102-13	Membership of associations	Hop Resource Council, Washington Hop Commission, Oregon Hop Commission, Hop Growers of America, Brewers Association, Pink Boots Society, Yakima Chief Ranches, WA Wild, International Hop Growers Convention. Additionally, we are committed to providing leadership and working collaboratively to solve complex social issues within our communities. We work directly with local government and nonprofit partners to understand community need, anticipate and address potential barriers to progress, and—working together—we strive to adopt meaningful solutions. Where possible, we provide industry leadership and expertise for our partners. This includes advocating for issues material to our business at a local, regional and state level.	
STRATEGY	102-14	Statement from senior decision-maker	Please refer to our introduction section.	
ETHICS	102-16	Values, principles, standards, and norms of behavior	Mission: To connect family 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 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.	

	GENERAL DISCLOSURE	GENERAL TITLE	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION	ADDITIONAL REFERENCE
GOVERNANCE STRUCTURE	102-18	Governance structure	YCH is a grower-owned and grower-led organization. Our board of directors and executive leadership team are regulations that direct the management and operation of YCH. Under the direction and discretion of the board, the CEO has the general charge of the business operations of YCH, including implementation of our Chief Commitments dedicated to our stewardship. Management is responsible for implementing the direction, policies, rules and regulations adopted by the board. YCH's sustainability program, including management of climate-related issues, is overseen by our Corporate Social Responsibility Team. The team is an extension of the company's cross-functional mentality and is made up of senior leaders from across the business, including HR, Marketing, Sales, Supply Chain, Finance. The committee is also responsible for communicating our sustainability priorities, including our position on climate change, to our stakeholders in order to continually integrate sustainability and climate change management into our business model.	
STAKEHOLDER ENGAGEMENT	102-40	List of stakeholder groups	Yakima Chief Hops stakeholder groups include: Grower-owners, allied-growers, employees, consumers, customers, suppliers, local communities and neighbors	
	102-41	Collective bargaining agreements	None of our employees based in the United States are unionized or subject to collective bargaining agreements. Employees based in some other countries may, from time to time, be represented by works councils or unions or subject to collective bargaining agreements.	SDG 8
	102-42	Identifying and selecting stakeholders	Stewardship at YCH means that we set out to maximize our net-positive impact and help our entire value chain do the same. We take a systems approach with a triple-bottom-line discipline to run our business, where financial capital, human capital and natural capital are given balanced consideration, and a comprehensive and long-term outlook guides our actions. Our stakeholders are both people and organizations impacted by our business decisions, and include: academics, board members, community members, competitors, consumers, industry leaders and nonprofit partners. Our stewardship framework is centered on commitments to our six key stakeholders that encompass the issues most important to our business. These six commitments are: Thriving Farms, Healthy Hops, Inspired Consumers through product excellence, Prosperous Planet, Empowered Employees, and Enriched Communities. Together they represent the values that we share and our ongoing work to support key stakeholder groups: Grower-owners, allied-growers, consumers, customers, suppliers, employees, local communities, and neighbors.	
	102-43	Approach to stakeholder engagement	We engage with employees through data collection forms distributed to all global locations, enabling us to analyze year-over-year differences, evaluate progress towards our publicly stated goals, and identify opportunities to reduce our environmental impact. We also use this information to evaluate and manage asset-level risks and understand our potential vulnerability to changing regulations. On an ongoing basis, we engage our stakeholders to drive stewardship progress across our value chain on issues such as greenhouse gas and water management.	SDG 17

	GENERAL DISCLOSURE	GENERAL TITLE	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION	ADDITIONAL REFERENCE
STAKEHOLDER ENGAGEMENT	102-44	Key topics and concerns raised	YCH's material issues have been organized into commitments to our six key stakeholders. These are topics embedded into our six Chief Commitments: Thriving Farms is our commitment to our growers. The most common topics raised by this stakeholder group are long-term economic viability, succession planning, political advocacy and good agricultural practices. Healthy Hops is our commitment to sustainable agricultural practices. The most common topics raised on behalf of this stakeholder are ensuring sustainable farming practices are implemented to promote healthy growing environments for our hops. Protecting Our Planet is our commitment to the environment. The most common topics raised on behalf of this stakeholder are climate change, water quality, food waste, soil health, nutrient management, air emissions, and conservation and regenerative agriculture. Inspired Consumers through product excellence. The most common topics raised by this stakeholder group are quality and safety, wholesomeness, responsible sourcing, trust and transparency. Empowering Employees is our commitment to our workforce. The most common topics raised by this stakeholder group are safety, culture, attraction and retention of talent, and inclusion, diversity and equity. Growing Community is our commitment to the communities where we operate. The most common topics raised by this stakeholder group are community health and identify, rural resilience, food security, workforce housing, healthy children, thought leadership and collaboration.	
	102-45	Entities included in the consolidated financial statements	This information classifies as legal information, confidential to YCH, and therefore cannot be disclosed.	
REPORTING PRACTICE	102-46	Defining report content and topic Boundaries	We follow GRI's Materiality principle: ""aspects that reflect an organization's significant economic, environmental and social impacts, or substantively influence the assessments and decisions of stakeholders."" We define our topic boundaries as commitments materials to YCH in context of our business model, sustainability impacts and stakeholder relationships.	
	102-47	List of material topics	YCH's material topics covered in our CSR strategy and reporting are listed below, classified under respective stewardship commitments 'Chief Commitments'. They are also elaborated upon in our 2020 CSR Report: Thriving Farms: Economic Performance, Health Hops: Sustainable Agricultural Practices, Inspired Consumers through product excellence: responsible sourcing of materials, food safety and product quality; packaging, Protecting Our Planet: Energy, emissions and climate change; water and effluents; waste, Empowered Employees: Our culture, occupational health and safety, Growing Our Community: Community Enrichment.	
	102-48	Restatements of information	None.	
	102-49	Changes in reporting	There have been no significant changes to material topics or topic boundaries.	
	102-50	Reporting period	The reporting period covers January 1, 2024 through December 31, 2024. This report includes data from 2024 and is presented as a cumulative report for that time frame.	
	102-51	Date of most recent report	Our fiscal year 2023 Impact Report was published in April 2024.	

	GENERAL DISCLOSURE	GENERAL TITLE	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION	ADDITIONAL REFERENCE
REPORTING PRACTICE	102-52	Reporting cycle	We intend to publish an Impact Report each year.	
	102-53	Contact point for questions regarding the report	Contact Us: 306 Division Street Yakima, Washington 98902 Phone: 1-800-457-3200 Email: hops@yakimachief.com	
	102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: core option.	
	102-55	GRI content index	YCH is in accordance with GRI core. Please refer to the GRI Content Index.	
	102-56	External assurance	We are not currently seeking external assurance	
MANAGEMENT APPROACH	103-1	Explanation of the material topic and its Boundary	YCH's material topics covered in our CSR strategy and reporting are listed below, classified under respective stewardship commitments 'Chief Commitments'. They are also elaborated upon in our 2024 Impact Report: Thriving Farms: Economic Performance, Health Hops: Sustainable Agricultural Practices, Inspired Consumers through product excellence: responsible sourcing of materials, food safety and product quality; packaging, Protecting Our Planet: Energy, emissions and climate change; water and effluents; waste, Empowered Employees: Our culture, occupational health and safety, Growing Our Community: Community Enrichment. Additional explanations of our material topics can be found on our company website: https://www.yakimachief.com/corporate-social-responsibility/	
	103-2	The management approach and its components	Please refer to the introduction section of the report on YCH's commitment to our management approach to our CSR strategy and overall stewardship.	
	103-3	Evaluation of the management approach	Our stewardship framework guides our management approach through six core commitments: Thriving Farms, Healthy Hops, Product Excellence, Prosperous Planet, Empowered Employees, and Enriched Communities. These focus areas reflect the most important issues to our business and stakeholders, including grower-owners, allied growers, consumers, customers, suppliers, employees, and local communities.	
ECONOMIC	201-1	Direct economic value generated and distributed	Financial Distributions: 75% Return to growers, 8% Employee wages & benefits, 15% operating expenses, 1% returns to providers of capital. Additional information can be found on our company's website: https://www.yakimachief.com/corporate-social-responsibility/	SDG 8
	201-4	Financial assistance received from government	YCH did not receive any financial assistance from the government.	
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Yakima Chief Hops provides competitive wages for our region.	SDG 8
	205-1	Operations assessed for risks related to corruption	YCH participates in annual third-party financial audit where our internal controls are reviewed to make sure we have proper segregation of duties reducing the risk of fraud or embezzlement. As part of YCH's overarching risk assessment protocol all production lines, warehouses, etc. can be audited by different organizations.	
	205-3	Confirmed incidents of corruption and actions taken	YCH has not encountered any incidents of corruption.	

	GENERAL DISCLOSURE	GENERAL TITLE	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION	ADDITIONAL REFERENCE
ENVIRONMENTAL	301-1	Materials used by weight or volume	42,657,514 pounds of hops used during fiscal year 2024.	
	301-2	Recycled input materials used	Percentage of recycled general waste - 1.28.	SDG 12
	302-1	Energy consumption within the organization	Total fuel consumption within the organization from non-renewable sources: 0 kwh Total fuel consumption within the organization from renewable sources: 3,541,451 kwh Total electricity consumption: 10,023,440 kwh Total heating consumption: 4,623,412 kwh Total cooling consumption: 0 kwh Total steam consumption: 0 kwh Total electricity sold: 0 kwh Total cooling sold: 0 kwh Total steam sold: 0 kwh Total energy consumption: 18,188,303 kwh Standards, methodologies, assumptions and/or calculation tools used: We use billing information to calculate fuel consumption. We use a third-party developed, custom calculation tool to measure energy use.	SDG 7 & 9
	302-2	Energy consumption outside the organization	Farm-level energy consumption: 1,146 kg CO2e of GHG	SDG 7
	302-3	Energy Intensity	Energy Intensity Ratio: 0.24 kwh/RHE	
	302-4	Reduction of energy consumption	Total reductions in energy consumption from solar panels: 859,451 kwh	SDG 7
	303-1	Water withdrawn by source	Water conservation is critical, particularly in the drought-prone regions where our hops are grown. Our growers source water primarily from rivers, streams, and tributaries to irrigate their fields. To improve efficiency, many have adopted drip irrigation systems, which deliver water directly to plant roots. This method reduces water use by approximately 70% compared to traditional sprinkler systems, significantly lowering overall water withdrawal.	SDG 14
	303-2	Management of water discharge related impacts	Yakima Chief Hops maintains compliance with all local, state, and regional regulatory requirements as it pertains to effluent discharge.	SDG 12 & 14
	303-4	Water discharge	YCH discharged: 4,654,701 gallons of water to the onsite retention pond during 2024	SDG 14
	303-5	Water consumption	Total water consumption: 12,012,132 gallons	SDG 14
	305-1	Direct (Scope 1) GHG emissions	Gross Direct Scope 1 GHG Emission: 1,044 Metric Tons CO2	SDG 7 & 13
	305-2	Energy indirect (Scope 2) GHG emissions	Gross Indirect Scope 2 GHG Emissions: 2,135 Metric Tons CO2	SDG 7 & 13
	305-3	Other indirect (Scope 3) GHG emissions	Gross Indirect Scope 3 GHG Emissions: 65,294 Metric Tons CO2 Standards, methodologies, assumptions, and/or calculation tools used: Our Scope 3 GHG emissions have been computed in accordance with the Greenhouse Gas (GHG) Protocol, developed by the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) in partnership with Quantis. As per the GHG Protocol, the Intergovernmental Panel on Climate Change's (IPCC 2013) recommendations for Greenhouse Gas global warming potentials (GWP) are applied to compute the Climate Change impact.	SDG 7 & 13

	GENERAL DISCLOSURE	GENERAL TITLE	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION	ADDITIONAL REFERENCE
ENVIRONMENTAL	305-4	GHG Emissions Intensity	GHG Emissions Intensity Ratio: 0.08 lbs. CO2/RHE	
	305-5	Reduction of GHG emissions	CO2 Recovery System GHG Reductions: 1,736 Metric Tons of CO2 Solar Panel System GHG Reductions: 577 Metric Tons of CO2	SDG 7 & 13
	306-1	Waste generation and significant waste-related impacts	Yakima Chief Hops is mindful of our waste generation throughout our value chain and has identified areas in mitigate the volume of waste produced. Utilizing circular practices, YCH recaptures CO2 utilized in our CO2 extraction process to bring back into products. All spent hop pellets are sent to local dairy farms to be used as cattle feed, totaling approximately 2,000 Metric Tons a year. Additionally, all cardboard and scrap metal collected onsite is also recycled.	SDG 6
	306-2	Waste by type and disposal method	Total weight of hazardous waste: 6,820 lbs. (all hazardous waste is handled by a certified waste handling company and hauled off for proper disposal.)	SDG 12
	306-3	Significant Spills	Yakima Chief Hops has had no significant spills.	
SOCIAL	401-1	New employee hires and employee turnover	Total number of new employees for 2024: 27 new employees. Employee turnover rate: 12.06%	SDG 8
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Yakima Chief Hops offers a comprehensive benefits package which includes: health management plans, dental, vision service plan, basic life/AD&D insurance, long term disability, employee assistance program, 401(k) retirement plan, vacation packages, and 10 recognized holidays.	SDG 8
	401-3	Parental Leave	YCH provides all FTE the opportunity to take paid family and medical leave based on the location available and the respected government programs offered in that area.	
	402-1	Minimum notice periods regarding operational changes	30 days. There are no collective bargaining agreements at YCH.	SDG 12
	403-1	Occupational health and safety management system	Yakima Chief Hops has a developed a safety and health program internally made up of department managers across the entire organization. Each month individuals meet to discuss safety issues and deploy other risk mitigating efforts within the organization.	
	403-2	Hazard identification, risk assessment, and incident investigation	Yakima Chief Hops' global safety program ensures workers can report hazards freely and without fear of retaliation, supporting a transparent and accountable safety culture. Policies empower employees to remove themselves from unsafe conditions, with safeguards in place to prevent reprisal. Our incident investigation process emphasizes hazard identification, thorough risk assessment, and corrective action to drive continuous improvement. In support of this, we conducted a single materiality assessment and established an enterprise risk management committee to integrate safety, environmental, and operational risks into broader organizational decision-making.	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Yakima Chief Hops has a developed a safety and health program internally made up of department managers across the entire organization. Each month individuals meet to discuss safety issues and deploy other risk mitigating efforts within the organization.	
	403-5	Worker training on occupational health and safety	Yakima Chief Hops has a developed a safety and health program internally made up of department managers across the entire organization. Within the program, safety training opportunities are provided.	SDG 4 & 8

	GENERAL DISCLOSURE	GENERAL TITLE	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION	ADDITIONAL REFERENCE
SOCIAL	403-6	Promotion of worker health	Yakima Chief Hops wellness program includes: health and wellness coverage, vision, dental, basic life/ Ad&D insurance, long term disability, employee assistance program, and allocated dollars for employees to use at their wellness facility of their choice up to a dollar value deemed by Yakima Chief Hops Human Resources Department.	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Yakima Chief Hops has a safety committee made up of various departments to discuss safety topics that effect all departments. This is designed to educate employees, foster a culture that values safety, and provide time to conduct corrective action measures of accidents or near misses within the companies operations.	
	404-1	Avg. hours of training/year per employee	40 hours on average awarded towards training per year, per employee. Total hours of training provided for Yakima Chief Hops employees was 213 hours. (82 hours - female,131 hours male)	SDG 4 & 8
	404-2	Programs for upgrading employees skills and transition assistance programs	Recognizing the mutual benefits derived from personal growth and increased work competence, Yakima Chief Hops (YCH) provides financial assistance to employees interested in furthering their formal education. This program is particularly relevant as it relates to the employee’s ability to perform their current role and/or advance within the company. Below is a summary of the Education and Tuition Assistance Program (ETAP).	SDG 4 & 8
	404-3	Percentage of employees receiving regular performance and career development reviews	100% of full-time employees received performance reviews.	SDG 4 & 8
	405-1	Diversity of governance bodies and employees	Gender - Male: 68%, Female: 32% Age Group: Under 30 years old: 175, 30 to 50 years old: 123, over 50 years old: 52 Board of Directors: Gender - Male: 82%, Female: 18%	SDG 8
	408-1	Operations and suppliers at significant risk for incidents of child labor	Yakima Chief Hops does not employee nor do we work with any suppliers who employ an underage child workforce.	SDG 8
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Yakima Chief Hops does not employee nor do we work with any suppliers who participate in forced or compulsory labor in their operations.	SDG 8
	410-1	Security personnel trained in human rights polices	YCH does not employ security personnel.	
	411-1	Incidents of violations involving rights of indigenous peoples	None.	
	412-1	Operations that have been subjected to human rights reviews or impact assessments	None.	
	413-1	Operations with local community engagement, impact assessments, and development programs	Yakima Chief Hops is committed to being a positive force in the communities where we operate. We engage with local stakeholders through ongoing dialogue and invest in community development programs that support long-term well-being. These efforts are guided by our stewardship framework and informed by our single materiality assessment, ensuring alignment with local needs and priorities. Our enterprise risk management committee also considers social impact as part of our broader risk and opportunity evaluation.	SDG 11

	GENERAL DISCLOSURE	GENERAL TITLE	CROSS-REFERENCE, ANSWER, OR ADDITIONAL INFORMATION	ADDITIONAL REFERENCE
SOCIAL	413-2	Operations with significant actual and potential negative impacts on local communities	YCH has not received any official complaints of negative impacts from the community. Both campuses are located in industrial areas with limited residential populations. both our facilities and farm suppliers have some potential to negatively impact the community (air quality, fertilizer/pesticide run-off, traffic, etc.) if not managed properly.	SDG 11
	414-2	Negative social impacts in the supply chain and actions taken	None.	
	417-3	Incidents of non-compliance concerning marketing communications	None.	
	419-1	Non-compliance with laws and regulations in the social and economic area	There have been no monetary fines or sanctions against our organization. Our facilities have been in compliance with all regulatory agencies (federal, state, regional, and local).	



**YAKIMA
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