

CULTIVATE IMPACT



Corporate Social
Responsibility Report

Proudly Presented
by Columbia Care



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INTRODUCTION



We believe we have the power within us to cultivate a better world and positively impact the future cannabis industry for generations to come.

This future includes a world where cannabis is celebrated for its power to help people feel better, rather than carrying a stigma, and where it is accessible to those that need it most, instead of being out of reach due to economic or a perceived bias. It is a world where those who have been disproportionately impacted by unjust laws or economic barriers find opportunity and equity. The cannabis industry we are building celebrates diversity and ensures that every voice is represented equally. And, as cultivators, we work toward protecting and sustaining the earth and our environment.

While we know cultivating this world won't happen overnight, we are committed to supporting our shared communities and doing what we can to make this future a reality.

This report presents a snapshot of our efforts over the past year in the communities in which we operate, as well as more broadly as an industry leader. There is more work to be done but we look forward to the process and the partners we'll work with to make a positive impact today, tomorrow and beyond.

WHO WE ARE

Columbia Care is one of the largest, fully integrated operators in the U.S., operating in 17 markets across the country. Since 2012, we have built a cannabis company rooted in quality, expertise and trust – and continue to grow alongside an evolving industry. As one of the original medical cannabis operators, we have forged a path through a commitment to these tenets, as well as to innovation that focuses on our patients and customers and to our involvement in shaping the industry of the future alongside the cannabis community as a whole.

WHERE WE SERVE



OUR PRINCIPLES

While there are many ways to cultivate an impact on the world around us, we've chosen to focus our efforts within the following four areas:

06 **OPPORTUNITY**

11 **ACCESS**

15 **INCLUSION**

17 **SUSTAINABILITY**

CULTIVATE OPPORTUNITY



Growing the cannabis industry shouldn't be exclusive. That's why we're passionate about bringing social justice, education and entrepreneurship opportunities to cultivate the inclusive cannabis industry of the future.

Fostering Connections & Exchanging Best Practices

Providing the necessary foundational experience and knowledge to gain employment and excel within the cannabis industry can be challenging as the field continues to emerge in the legalized marketplace. As part of our promise to provide opportunities to those most impacted by prohibition, we are proud to partner with Success Centers, a California-based workforce development agency serving community members experiencing hardships.

Through our partnership, we hosted members of the Success Centers in hands-on educational experiences, including a tour of our San Francisco dispensary, an explanation of our house and featured equity brands, sales associate training (focusing on the nuances of cannabis' effect on the body), the role of security and time for Q&A. The students also observed a sales pitch

from Sanctuary Farms, an equity brand now sold within our California dispensaries, providing insight into what retailers look for when determining the brands to offer. These transformative lessons have allowed our team to communicate the various positions available within the industry's retail setting and engage in invaluable conversation around best practices to succeed in such roles and beyond.

In addition to retail-focused training sessions, we joined forces with the Equity Trade Network and the City and County of San Francisco Office of Cannabis to increase awareness of existing equity brands while also sharing information on how to establish an equity brand. With the support of the Equity Trade Network (serving as the certifier for classifying equity brands in California since 2020), we have been able to reduce financial barriers for Success Centers' students hoping to create a legal cannabis brand by breaking down a complex process with lessons on how to establish an equity brand.

Connecting with Communities to Support Record Expungement and Employment Opportunities



It is essential to recognize that the business we operate in is not federally legal, and the United States federal government continues to classify cannabis as a Schedule 1 Substance. With this classification, countless individuals remain in prison for non-violent offenses. Furthermore, as the effects of cannabis convictions often prevent entry for such individuals into the state-legalized field, we feel it is our responsibility to provide a pathway for people with cannabis convictions in now-legalized markets to enter the industry.

We have been fortunate to sponsor, co-host, and attend expungement clinics and job fairs with organizations including NJ 420, Best Buds, Expunge Colorado, and 40 Tons, offering free legal workshops and networking opportunities.

Through our sponsorship of NJ 420, we provided a \$10,000 donation to further support their ongoing expungement efforts throughout the state of New Jersey. Continuing our impact on the New Jersey

market, we also provided a \$1,500 sponsorship for Best Buds' yearly Expungement Clinic which helps subsidize the cost of clearing records in the state.

Additionally, as a sponsor of 40 Tons, we invested in our west coast communities with cannabis-focused networking, leadership-led panel discussions on record expungement, in-person discussions with recruiters, photographers for professional headshots, resume support, and even assistance in applying for available positions.

With Expunge Colorado, along with a \$12,500 contribution, we helped 11 members of our Colorado community in having their cannabis convictions sealed - reinstating numerous employment opportunities and civil liberties. While the work is far from done, we look forward to continuing to support our communities in providing life-altering restorative justice, educational and entrepreneurship opportunities.

Creating a Launch Pad for Equity Brands

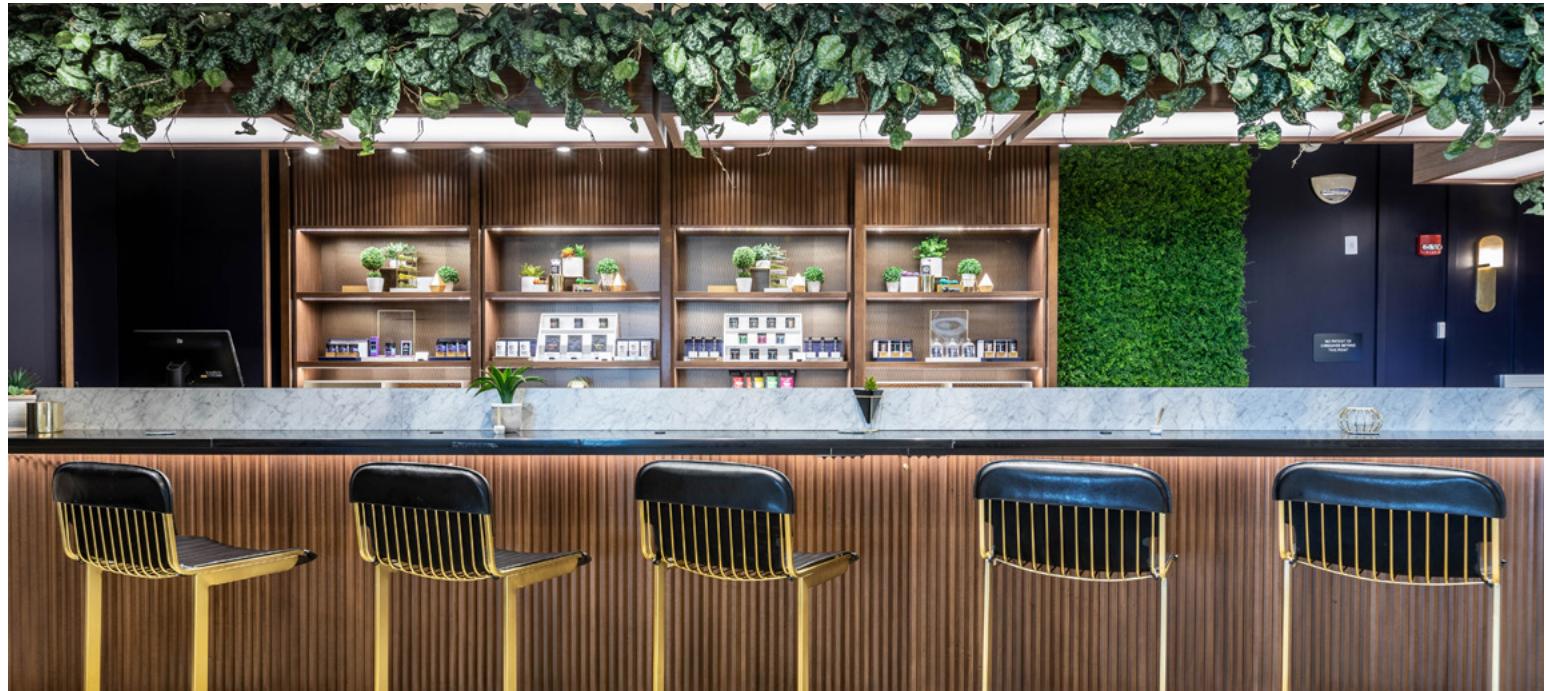


As a multi-state operator, we have leveraged our expansive retail footprint to spotlight local community brands, including by BIPOC individuals and those with cannabis convictions, and offering a platform to grow their brands within our storefronts.

For example, within our California retail network, our inventory of minority-owned and equity brands (created and run by community members who have been directly impacted by the War on Drugs) doubled within the last year. We are proud to offer the following equity brands:



Building the Next Generation of Cannabis Professionals



As part of our promise to continue to provide avenues to enter the cannabis industry, and in an effort to build a cannabis industry of the future that celebrates diversity and ensures that a multitude of voices are represented, we have partnered with educational and professional development organizations across the country to help prepare communities affected by prohibition through education and networking opportunities.

Representatives from our Massachusetts-based retail, operations and compliance teams partnered with Bunker Hill Community College to host informational sessions to open students' minds to potential career paths and share essential knowledge to excel within the cannabis industry. These presentations provide students with an in-depth, first-hand account of the various components of the legalized cannabis workforce and necessary information to gain employment while empowering students to hit the ground running once landing their first job.

Focus areas included points of entry into the industry, entrepreneurial opportunities, employment

opportunities within regulated cannabis, as well as opportunities to ask current Columbia Care staff questions on their day-to-day life in the field. We are proud to inspire and supply pathways into the regulated cannabis workforce.

Our Illinois retail team has joined forces with Fiesta Del Sol's Cannabis Expo, a Chicago-based multi-day cannabis business, entrepreneurship and educational conference aimed at providing essential resources to catalyze community members' entry into the industry. As part of the conference, our Area General Manager for the Midwest region, LizMarie Palomo, joined a panel to share her perspective on "Latinas in Cannabis: Carving Out Your Space in the Cannabis Industry."

With the help of our national team, we are committed to sharing best practices from industry insiders and laying the foundation for success in cannabis. We are immensely grateful for their dedication and outreach to help curate the next generation of cannabis professionals and the industry.

Joining Forces to Drive Social Equity Opportunities in Emerging Cannabis Markets

Undoing the harms resulting from prohibition requires more than laws – it takes community, outreach and resources. In an effort to offer social equity-driven resources for the developing cannabis industry in Virginia, we announced a partnership with three organizations BIPOCANN, Virginia Minority Cannabis Coalition (VMCC) and Nolef Turns.

Through financial and educational resources to reach as many individuals across the Commonwealth as possible,

the partnership helped prepare impacted communities to benefit from economic opportunities that have been explicitly created for them.

This group of partners is dedicated to ensuring that Virginia's BIPOC community has viable, competitive opportunities in the market, and supports three elements critical to effective social equity initiatives – justice reform, entrepreneurship and mentorship, and equitable representation.

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The emerging Virginia cannabis market presents a new, unique, and once-in-a-lifetime opportunity for historically marginalized communities to build economic wealth through entrepreneurship and business ownership. I am excited to partner with Columbia Care to make the industry more accessible for the next wave of minority cannabis business leaders in Virginia, and look forward to BIPOCANN being a vehicle for change in my native state.

ERNEST TONEY, FOUNDER OF BIPOCANN

“ ”

This type of social equity work is not just about getting a job, it's about leveling up lives. This is an opportunity for the Commonwealth to create a cannabis ecosystem that is built around economic inclusion. With this network of partners, we are accelerating work that I thought

would take years and implementing it in just months.

PAUL MCLEAN, FOUNDER OF VMCC

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We are a grassroots group and our work is heart to heart. It was significant to get involved in the cannabis conversation to ensure people who have been disproportionately impacted by the failed war on drugs are at the center of the end of prohibition. We want to make sure this legal process actually benefits the people who need it. This partnership will have a lasting impression on our work. We'll be able to reach more people who have been impacted by criminal legal systems and want to learn more about expungement and cannabis.

SHEBA WILLIAMS, FOUNDER OF NOLEF TURNS

WE ARE GRATEFUL TO OUR COMMUNITY PARTNERS WHO HELPED US CREATE SOCIAL JUSTICE, EDUCATION AND ENTREPRENEURSHIP OPPORTUNITIES:



CULTIVATE ACCESS



Cannabis is medicine and has the power to heal. This is what inspired us to start Columbia Care, and we are committed to ensuring that those who need cannabis have access as well as ending the harmful, outdated stigmas.

Making Medical Cannabis More Accessible

Medical cannabis has come a long way but federal prohibition still means that most health insurances won't cover critical elements of the program – anything from the certification appointment to the cost of medication. Patient access is a cornerstone of Columbia Care's public policy work and we believe that financial needs should not stand in the way of life-changing medical cannabis.

Through the Share Well/Care Well program, which launched in 2019, we provide financial subsidies to our patients in need. These subsidies are funded by a portion of revenue from our stores, as well as donations from patients, customers and employees. In the past year, we expanded the Share Well/Care Well program to eight markets: Arizona, Delaware, Illinois, Maryland, Massachusetts, New York, Virginia and Washington DC.



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I have MS that confines me to a motorized wheelchair and suffer from severe muscle spasms that cause crippling pain... Since taking the [medical cannabis] tablets, I get great relief and can have less pain which lets me be able to socialize and not be shut-in and isolated. This has been a blessing. Being on a small fixed income, the program has helped me continue taking my medical marijuana.

LYNDA, NEW YORK PATIENT

Combating Stigma Through Community Education



As new markets come online, we know there can be hesitation by those who are unfamiliar with the potential benefits of medical cannabis. Many community members and prospective patients can be worried about the stigma of using cannabis, or simply don't know where to start when they want to sign up - and don't know where to start when it comes to understanding product options available to them. The process can be daunting and overwhelming at the beginning.

As we opened four new Cannabist dispensaries across West Virginia, a new and emerging medical market, we quickly understood the need for patient education and registration events. We partnered with the state's Office of Medical Cannabis, ReLeaf Specialists and our local stores to host informational registration sessions. Over the course of the last year, we held multiple events and helped register approximately 200 new patients. We were proud to provide these sessions for our local communities to help break down the barriers and build a strong state medical program.

To help break down the stigma surrounding cannabis, we also believe it's critical for local police forces to understand the industry - from the cultivation process to the products that are available - so they can better understand the potential benefits that this natural medicine could help provide as an alternative to opioids.

Over the past year, we've partnered with nearly a dozen police departments across Pennsylvania to help educate law enforcement professionals, conducting "listening tours" across local departments about the shopping process, product formats available to patients, packaging requirements, and patient privacy obligations. These types of special training seminars were well-received by local police officials and drug task forces, and we believe they are a critical step in helping to reduce the negative connotations associated with cannabis as medicine.

Fighting the Opioid Crisis



CEO Nicholas Vita founded Columbia Care with an intent to challenge the way our society thinks about the standard of care. With an opioid epidemic raging across the country, he is passionate about moving from words to action.

This past year, we continued our commitment to the 100 Million Ways Foundation, a nonprofit with a mission to determine the effectiveness of cannabis-based medicine in helping to break the chains of opioid dependence and substance use disorders. The financial commitment made by Columbia Care - more than \$150,000 a year - enables the Foundation to connect with more people and continue to build its community according to the needs of its participants.

"The opioid crisis has a multi-generational impact. There's an effective alternative, which substantial data and multiple research partners have now proven to be

true," said Vita. "Cannabis-based substances have a number of potential medical uses; an aide in managing chronic pain is just one. If we can reach existing opioid users, and even stop the first-use event, why wouldn't we try to offer them a non-lethal, plant-based alternative?"

100 Million Ways supports scientific data collection to determine the impact cannabinoids have on opioid use, PTSD and the associated anxiety, depression and decreased quality of life. The organization provides an online community to support people with these life challenges interested in cannabinoids as a wellness treatment option.

The 100 Million Ways Foundation is operating through a fiscal sponsorship with Players Philanthropy Fund, a Maryland charitable trust with federal tax-exempt status as a public charity under section 501(c)(3) of the Internal Revenue Code.

Supply Drop: Columbia Care Partners with Weed for Warriors Project

Recognizing an alarming trend of heavy pharmaceutical use and suicides among veterans, the Weed for Warriors Project (WFW) launched in 2014 as a social justice lifestyle brand supporting holistic rehabilitation for veterans through community-based projects, proactive care advocacy, cannabis education and compassion.

With a dense veteran population in San Diego and a strong belief in medical access to this incredible plant, we began partnering with WFW in California starting in May 2021. Columbia Care employees facilitated the collection and dissemination of donated products to veterans who attended "Supply Drops" at our Cannabist and THCS locations. Over the past year, the team has handed out nearly 1,000 bags - each of which contained roughly \$400 in products. The veterans who attended these Supply Drops never paid a cent.

"Since partnering with Columbia Care, Weed for Warriors has been able to help hundreds of veterans across San Diego," said WFW CEO Sean Kiernan. "The partnership has amplified efforts to bring cannabis as a medicine to the veteran population in southern California, furthering access in a time when we believe access is lowering suicide deaths and overdoses."

Beyond the product giveaways, the culture that Cannabist and THCS employees have created for these veterans give them a sense of excitement and



shared community based on their lived experiences. It's more than just coming for donations; the support structure this program has created - independent of the VA - emits excitement and understanding for the veteran community. Survivor's guilt plays a huge role in the lives of our veterans, so these types of connections help catalyze healing.

Through our partnership with Columbia Care, we've helped save lives, reduced dependence on black market activity, and invested in the community."

**MANY THANKS TO OUR PARTNERS WHO HELPED US TO
ENSURE THAT THOSE WHO NEED CANNABIS HAVE ACCESS:**



CULTIVATE INCLUSION



Diversity, equity and inclusion are the foundation for who we are, and are at the heart of our success. We celebrate each other's differences and empower each other to be our authentic selves, knowing that different perspectives and ideas are what drive our company and industry forward.

We pursue a variety of ways to cultivate a welcoming and diverse workplace

We are committed to promoting diversity, equity and inclusion across our company, making sure everyone feels heard, seen and supported. We recognize that the cannabis industry has a ways to go in rectifying issues around equity and access for many communities. We strive to provide a safe company culture and community where employees feel represented and encouraged to bring their authentic selves to work every day.

We work diligently to foster a Diversity & Inclusion committee that drives internal strategy and engagement across all facets of our work. We strive to keep our applicant pool diverse so we can find the best candidates to join our team, which is why our committee works closely with the recruiting team to increase the number of diverse applicants in our candidate pool. To help educate employees across the company about various cultural and heritage topics, a dedicated group focuses on sharing resources to celebrate our diversity. Also, through a focus on supplier diversity, we are building practices to ensure we have vendors and products which embody and promote Columbia Care's mission and values.

Affinity Groups

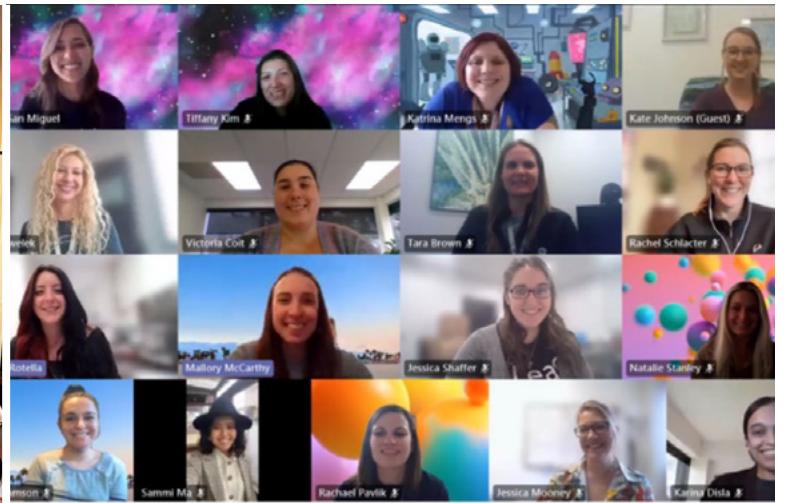
To help promote idea sharing and build community across our organization, we've created several affinity groups (employee resource groups). Our affinity groups are also a great opportunity for professional development and a way to develop a member's network.

Pride and cannabis have both shared in the fight for respect and legal recognition, and the beginning of legalization of cannabis was heavily influenced by the LGBTQIA+ community. At Columbia Care, we are always excited to celebrate Pride month with our cannabis community! We believe it's important to create a company culture that is welcoming and establish a respectful space that helps empower team members through involvement, education and support. Our internal affinity group, **Pride@CC**, helps us do just that during Pride month and beyond!

Women Lead is our women's affinity group and is open to all employees who are interested in connecting other

women and allies across Columbia Care and throughout the cannabis industry. Through internal initiatives ranging from donation drives for domestic violence shelters to pilot programs for free access to feminine hygiene products, we focus on opportunities for women through general networking, community outreach and professional development opportunities. Our goal with the group is to connect, learn and support each other.

Representing the honored service members in our workplace by enhancing employee engagement, we created the **Veteran Community** group, which focuses on recruiting and hiring processes, and actively works with external parties to support related initiatives, making it easier and more affordable for veterans to purchase medical cannabis. We are grateful to the members of the military who work at Columbia Care and those who continue to advocate for access to cannabis for those who have so bravely served our country.



Women Lead*
A COLUMBIA CARE
AFFINITY GROUP

CULTIVATE SUSTAINABILITY



There is only one earth and we are continually finding new ways to protect it. We are committed to working with environmentally responsible partners and continually creating more sustainable practices.

Creating Brands that Give Back

The resources required to successfully operate a vertically integrated cannabis organization are diverse and immense. To limit our impact on the ecosystems of our local communities and the world, we have made numerous changes to our supply chain, operations and community engagement activities to ensure we leave the planet a better place for all.

One of our Colorado retail entities, The Green Solution (TGS), has undergone numerous changes to its supply chain and facilities to ensure sustainability is at the forefront of its operations. The TGS team has limited its environmental impact by eliminating production machinery that requires non-recyclable plastic (removal of VC99), amending packaging to sustainable materials, and removing redundant packaging components.

The team committed to removing their VC99 machine, transitioning to a PET recyclable solution, and replacing the packaging used for brands like Potent and Highly Potent with recyclable plastic. For national brands like Seed & Strain pre-rolls, Tyson 2.0 pre-rolls, and Classix, TGS has replaced the existing packaging solutions with 100% compostable pre-roll tubes.

As part of a nationwide effort to eliminate non-recyclable jars from our national brands, all TGS locations are selling the Seed & Strain and Classix brands within recyclable PET jars - reducing our use of non-recyclable plastic by 22,379 units per month in Colorado. To round out the sustainability-centric supply chain initiatives, by removing duplicative containers from brands like Lusso and FGR, TGS decreased our use of paper cartons and plastic jars by 4,144 units per month.

Reinvesting in the Sustainability of our Communities

Spearheaded by our San Diego team's leadership and desire to give back to the communities in which we reside, the Cannabist team began hosting beach clean-ups with our vendors beginning in late 2019. Following several successful events, we engaged Purpose First to further our impact on our local California communities.

By 2021, our San Diego Cannabist location began to lead monthly beach clean-ups with Purpose First, a NGO whose mission is to reduce pollution through waste removal from coastlines. The San Diego Cannabist team has since hosted 20 beach clean-ups with Purpose First, with additional clean-ups planned. Since the start of our partnership, we have removed

almost 5,000 lbs of trash from California's coastlines.

Since its inception, the program has exploded in popularity amongst our staff, customers and friends as a community engagement event frequented by hundreds of attendees. To raise awareness for our mission and monetary funds to further our work, we donated t-shirts for sale and to wear at Purpose First beach clean-ups.

We look forward to continuing this partnership as we work to accomplish our shared goal of limiting our effect on the environments in which we live and restoring California's natural surroundings.





Limiting Our Emissions Through Operational Efficiencies

Throughout 2021, TGS' cultivation centers underwent a multi-million dollar rehabilitation to replace all lighting with Fluence LED bulbs to improve our energy efficiencies and limit our impact on climate change. As the cannabis production process requires a substantial amount of energy - especially electricity - the results of participating in the Fluence initiative proved immense.

In 2021, TGS achieved \$880,000 in annual energy cost savings and decreased their CO₂ emissions by 6,141 tons annually - along with receiving a \$1,000,000 rebate from Xcel Energy to subsidize our efforts. According to Fluence, the reduction in CO₂ emissions is equivalent to removing 1,304 cars from our roads. Cost savings have grown tremendously since last year, allowing us to save \$844,9740 by mid-year while decreasing CO₂ emissions significantly.

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Our mission is to help the world grow smarter, one we know Columbia Care shares through their innovative use of LED technology. We are consistently seeing cannabis growers save up to 40% on energy costs with Fluence's best-in-class LED fixtures and achieve incredible rebates like those offered through Xcel Energy. We're proud to collaborate with the Columbia Care team to meet and exceed their sustainability goals.

CHRIS BEZUYEN, FLUENCE SENIOR MANAGER

Eliminating Single-Use Packaging One Pre-roll at a Time



As the cannabis industry continues to lean heavily on single-use plastic packaging solutions, we believe it's our responsibility to spearhead the trend of limiting our impact on the environment and reducing the effects of climate change. To do so, we began cutting down on single-use plastics used for packaging, starting with our most widely sold national brand: Seed & Strain.

Using research conducted by a cross-functional Capstone group of high performers throughout the organization, all eight markets to sell the Seed & Strain

pre-rolls began producing and selling the product in a 100% compostable tube and label (made from a paper substrate). Launched on Earth Day 2022, Seed & Strain became our first national brand to be sold at our dispensaries (and to our wholesale partners) in an entirely sustainable packaging solution, and we look forward to continuing this process for our various brands. This change has allowed us to eliminate 8,099 non-recyclable plastic tubes monthly in the Colorado market alone.

**WITH THANKS TO THE FOLLOWING PARTNERS WHO ARE HELPING
TO CONTINUALLY CREATE MORE SUSTAINABLE PRACTICES:**



LOOKING AHEAD

Here are some of the trends we'll be watching and focusing on in the year ahead:

In the coming months, Columbia Care will be combining with Cresco Labs, pending regulatory approval. Both companies share a commitment to a cannabis industry that is striving to make amends for the history of cannabis prohibition. This is not just a "check the box" exercise, it is at the core of why we are building what will be the most influential company in the industry and is fundamental to the successful transition from prohibition to legalization. While this report focuses on what a single company can accomplish, the future of cannabis relies on the continued investment and passion of patients, customers, regulators and voters. Every stakeholder must remain engaged in order to see the national normalization of cannabis through successfully.

We all have more to gain by collaborating on implementing comprehensive and effective solutions for licensing programs that support the legacy-to-legal transition as well as expungement opportunities. Every year we strive to do better in serving our communities, in pushing for policy that repairs the harms of the war on drugs, and uplifting the ever-expanding community of social equity licensees.

We are thrilled to know that our impactful work as Columbia Care will only be amplified going forward through the combination with Cresco Labs.



While we are incredibly proud of all that our teams have accomplished across the country over the last year, we know there is still much more work to be done. We look forward to the challenges - both existing and unforeseen - and will continue to innovate at every turn to ensure we are able to build the cannabis industry of the future.





THANK YOU

Columbia Care



Cannabist

