

The logo for Green Thumb, featuring the words "Green" and "Thumb" in a dark green, sans-serif font. Between the two words is a stylized sun icon with rays.

Growing for good

The title "Growing for good" is written in a large, dark green, serif font. The text is surrounded by various decorative floral and leaf motifs in the same color, including flowers, leaves, and sprigs of herbs.

SOCIAL IMPACT REPORT
2021-2022

From our Founder



Ben Kovler

FOUNDER
CHAIRMAN
CHIEF EXECUTIVE OFFICER

AT GREEN THUMB, WE BELIEVE IN TREATING PEOPLE WELL.

Since our founding in 2014, this concept has guided how we operate and interact with all of our stakeholders and is the driving force behind our strong history of giving back.

I am pleased to share our first Social Impact Report that highlights our most recent efforts across our four pillars: **Community Engagement; Diversity, Equity & Inclusion; Restorative Justice; and Environmental Stewardship.**

As a leader in the legal cannabis industry, we strive to create lasting, positive change in the communities we serve.

Cannabis has the power to spread positivity in endless ways, and our goal is to multiply that impact.

It starts with our team and the culture we have collectively built—one that is people-first and champions well-being and respect for our patients, customers, communities, and each other. Our people and culture are what drives our mission—**to promote well-being through the power of cannabis.**

And while our team continues to grow and evolve, we stay grounded in our values.

A critical component of our social impact strategy is supporting and uplifting Black and Brown communities.

We are committed to doing what we can to help reverse the harm from the failed War on Drugs, which has disproportionately impacted communities of color.

I invite you to take a closer look at our social impact programs in this report. While I am incredibly proud of our progress, there is still a lot to be done. We are committed to advancing our journey to **create a more diverse and equitable cannabis industry while spreading more positivity in our communities.**

Finally, I want to thank our Green Thumb team members for their unwavering commitment to social impact, our patients and customers for the trust they place in us for their well-being needs, and our community partners for doing the work on the ground to deliver needed change. Together, we will make **Growing for Good** not just an aspiration, but a movement that inspires impact across the country.

Our Values

WE'RE HUMBLE

We let our work speak for itself and don't boast about it.

WE'RE HARDWORKING

We put our heads down and get the job done.

WE'RE GRATEFUL

Working in our industry is a privilege and an act of service.

WE'RE TRANSPARENT

Honest and open communication keeps us healthy as an organization.

WE HAVE INTEGRITY

We stand by our word and prove it through our actions.

Growing for Good

The four pillars of Green Thumb's social impact initiatives:

COMMUNITY ENGAGEMENT

Empowering our team members to support and volunteer with local nonprofit organizations.

DIVERSITY, EQUITY & INCLUSION

Creating an inclusive cannabis culture that champions equitable opportunities for all.

RESTORATIVE JUSTICE

Partnering with organizations that enact real, positive change in communities disproportionately affected by the War on Drugs.

ENVIRONMENTAL STEWARDSHIP

Making an eco-friendly impact through more sustainable growing, manufacturing and packaging.

Highlights

\$3.5 M+

Donated to nonprofits and organizations supporting community and education initiatives nationwide

50+

Active community volunteer programs throughout our markets

\$1.5 M+

Donated through Green Thumb's Good Green brand, including 12 unrestricted grants to nonprofits

375+

Team members involved in Employee Resource Groups

12 M+ kWh

Energy saved annually *

* Data represents projects completed at three CPG facilities and is based on current usage (operations) and environmental conditions.

Community Engagement

At Green Thumb, our people are committed to making a positive impact in our communities.

That's exactly why we empower our team members with the resources they need to organize fundraisers, volunteer, and participate in local charitable events. At our cultivation facilities and dispensaries nationwide, we've supported organizations through our Round Up, First-Day Profits, and Volunteer Champion programs.

ROUND UP PROGRAM \$383K



ROUND UP PROGRAM

In 2021, we piloted our Round Up program in Nevada. The initiative gives our guests the option to round up their purchases in support of local nonprofits. In 2022, we launched the program in Illinois and plan to expand to additional states.

Due to the generosity of our patients and customers, more than **\$380,000** has been donated to local organizations.

FIRST-DAY PROFITS PROGRAM

Each time we open a new dispensary, we donate profits from the first day of sales to a local nonprofit organization. This is one way we demonstrate our passion for being a good neighbor by providing resources to the community.

Green Thumb has contributed more than **\$160,000** to local organizations through our First-Day Profits program.

FIRST-DAY PROFITS PROGRAM \$162K



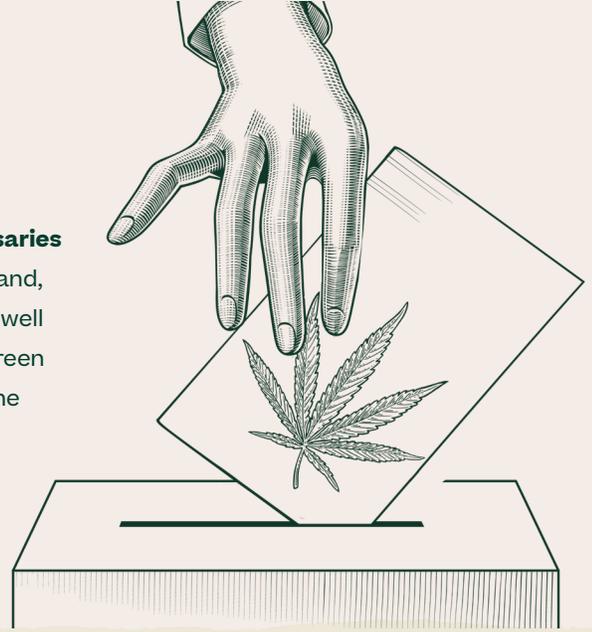
CANNABIS VOTER PROJECT \$100K



CANNABIS VOTER PROJECT

In 2022, Green Thumb became the premier sponsor for the Cannabis Voter Project. We partnered with HeadCount to inform, register, and increase voter turnout of those who are interested in cannabis policy. More than **5,000 voters** have been registered since the launch of the partnership.

Green Thumb activated voter registration activities at **67 dispensaries** and in-person at concerts in Maryland, Ohio, Pennsylvania, and Florida, as well as through our digital platforms. Green Thumb has donated **\$100,000** to the Cannabis Voter Project.



Volunteer Champions

Volunteer Champions represent Green Thumb's superstars who go above and beyond to give back to their local communities. Working across the country, these individuals coordinate events and activities in which their fellow team members can participate. Our Volunteer Champions embody Green Thumb's values and help to bring our Community Engagement pillar to life.



VIRGIL PEACOCK
GENERAL MANAGER
OCALA, FL

"My experience with the GTI/American Corporate Partner's veteran career mentorship program allowed me to support and mentor a Navy veteran in 2022. I'm grateful to serve others in need. Nothing feels better than helping someone advance their career and quality of life.

My mentee developed a career path and found a role that suited her skills and met her needs for work/life balance. After our program, she asked me to remain her mentor, and I was happy to continue supporting her."



GRACE MUSIC
GENERAL MANAGER
LAS VEGAS, NV

"I love being a Volunteer Champion with GTI. The events and projects we work on bring us closer together as a team, and we are always proud of what we do together.

Even our smallest efforts can have significant impacts on the communities we live in, making them better places for ourselves and those around us.

We are so fortunate to have such a big GTI family—when we come together, our presence and efforts create a real difference."



EDWARD LIRA
PRODUCTION COORDINATOR
LAS VEGAS, NV

"I volunteer to support and strengthen our community, make a positive difference in the lives of others, and help normalize the cannabis industry as a good community partner. Spending time working with others to improve the world develops compassion and kindness.

Volunteering doesn't have to involve a long-term commitment or take a huge amount of time. Giving in simple ways like donating food, toys, clothes, serving meals in soup kitchens, or participating in a park cleanup can help those in need and improve health and happiness."

Diversity, Equity & Inclusion

Green Thumb strives to create a more inclusive cannabis culture—within our company and beyond.

It starts with our team members and their commitment to creating an inclusive work environment. Outside of Green Thumb, we support diverse entrepreneurs and organizations that intersect with other communities such as LGBTQ+, women, veterans and people with disabilities.

Employee Resource Groups

Green Thumb's Employee Resource Groups (ERGs) support our commitment to creating an inclusive work environment by empowering individuals from diverse backgrounds to create authentic communities within our company.



ISAAC RODRIGUEZ
SIEMPRE JUNTOS @ GTI



CHRIS CLAI
LGBTHC+ ALLIANCE

"The launch of ERGs at GTI is about forming communities that strengthen a sense of belonging, building relationships, and encouraging a culture of empowerment. The Siempre Juntos [Joint Together] ERG is focused on fostering an authentic and inclusive culture by empowering the voices of Latin@s and aspiring allies in the cannabis industry. I'm eager to see the growth of this ERG and look forward to building a community with folks of diverse backgrounds."

"Having ERGs such as the LGBTHC+ Alliance here at GTI helps indicate to me and others like me that we are welcome, and that the company is proving its commitment toward a more diverse, inclusive, and healthy work environment for all. ERGs provide important camaraderie, support, recognition, and allyship that help lift us up both personally and professionally."



Get to know a few of our partners and initiatives

LICENSE EDUCATION AND ASSISTANCE PROGRAM (LEAP)

Utilizing our extensive experience in preparing successful license applications in competitive state-run processes, Green Thumb provides social equity applicants with free training and mentoring. Since 2021, Green Thumb has supported over **100 social equity applicants**.

AMERICAN CORPORATE PARTNERS VETERAN MENTORSHIP PROGRAM

Our team members serve as mentors to support veterans as they transition from military to the civilian workforce, providing individual career advice and networking opportunities to those who have served. Green Thumb has donated **\$20,000** to the program over a two-year period.

CANNABIS EDUCATION

Green Thumb donated **\$200,000** to Olive Harvey College to support its cannabis education program, plus over **\$11,000** to The Cleveland School of Cannabis, Olive Harvey College and the Illinois Cannabis Training Center (ICTC) to fund more than **30 student scholarships**.

Green Thumb also partnered with Olive Harvey College to host four students from its *Still I Rise* Program. Participants of the program had cannabis records and gained opportunities to take part in experiential events, receive hands-on training, and earn a Cannabis Processing Tech certificate.

DIVERSE ENTREPRENEURSHIP

Green Thumb donated **\$10,000** to the *Black CannaBusiness Magazine's* CEO cohort designed to help accelerate growth for diverse-owned business. We also donated **\$35,000** to Our Academy, a mentorship program for social equity applicants and BIPOC cannabis entrepreneurs.

STUDENTS FOR SENSIBLE DRUG POLICY

Green Thumb donated **\$25,000** to Students for Sensible Drug Policy (SSDP) and The Student Marijuana Alliance for Research and Transparency (SMART) to support their Free The Plant Free The People HBCU Industry Accelerator program. The program supports students and alumni interested in the cannabis industry.

(EMPLOYEE RESOURCE GROUPS CONT.)



LING PYNG
WOMEN AT GTI

"I am beyond thrilled to help lead and start the Women's ERG at Green Thumb. Our mission is to promote professional, personal, health and financial wellness for Green Thumb women by offering a variety of opportunities and events focused on learning, mentorship, community-building, and networking. We look forward to establishing and fostering an engaging culture where members feel supported regardless of their background, race, age, or the position they hold in the company."



MANON MISHECK
DISABILITIES AT GTI

"Diversity brings immeasurable talent to the table. I am a better team member when my workplace is safe, comfortable, and a place where I can thrive. It's often hard to find people with a similar experience to you at work, and ERGs provide a community for everyone, which creates a built-in support system. I am so happy that disabled folks and allies have a way to find each other at GTI!"



APRIL ROBERTS
BLACK ORIGINATORS, LEADERS, AND DOERS

"It is important to me to work for an employer that is committed to equity and taking action to foster an inclusive company culture. ERGs assist with that and help our team members thrive! Being a part of B.O.L.D. (Black Originators, Leaders, and Doers) means that through commonality, I am a part of a community with shared identities and interests. Through that community, we're able to create a clear pathway for inclusion and advocate for each other."

Restorative Justice



Working alongside change-making organizations, we're wholeheartedly committed to supporting positive progress in Black and Brown communities disproportionately affected by the War on Drugs.

Total amount given to nonprofit organizations since 2021 through Good Green, our brand committed to uplifting underserved communities impacted by the War on Drugs.

Good Green

FIGHTING THE GOOD FIGHT

Green Thumb launched the flower brand Good Green in 2021 as a movement bringing cannabis, responsible consumers, and change-making organizations together to drive real, sustained progress. Good Green provides impactful investments to nonprofits working in three key areas: education, employment, and expungement.

Green Thumb has provided over **\$1.5 million** in donations through Good Green, including **12 grants** to organizations aligned with the brand's mission. Visit www.good.green to learn more about Good Green grant recipients.

CANNABIS POLICY REFORM

Over the past year, Green Thumb's Government Affairs team has advocated for cannabis policy reform to increase access to cannabis and create equity in business. We successfully advocated to expand qualifications to use medical cannabis in Minnesota and eliminate patient registration requirements for medical cannabis use in Virginia. We advocated for automatic expungement initiatives in Rhode Island and Connecticut. We were successful in advancing reforms in New York and Massachusetts that allow cannabis businesses to take ordinary business tax deductions like any other legally operating business. We continue to push for federal SAFE Banking legislation to reduce disparities and ensure safe and equitable business practices.

Get to know a few of our Good Green grant recipients

PHILADELPHIA LAWYERS FOR SOCIAL EQUITY (PLSE)

Providing free legal advice and representation to low-income Philadelphia residents who are held back by their criminal records, PLSE seeks expungements and pardons while leading systemic reform.

CANNABIS EQUITY ILLINOIS COALITION

The Coalition provides a space for community members to come together to share their experiences and to organize and advocate for cannabis equity and justice.

GREYSTON FOUNDATION

Based in Yonkers, New York, Greyston aims to unlock the power of human potential through inclusive employment opportunities. The Greyston Employment Opportunity Center (GEOC) has provided training and education programs, youth services, and transitional employment services to thousands of individuals who have faced barriers to meaningful employment.

THE PETEY GREENE PROGRAM (PGP)

PGP supports the academic goals of incarcerated and formerly incarcerated individuals through high-quality volunteer tutoring programs, while educating volunteers on the injustice manifest in the United States' prison system. Since its founding in 2008, the PGP has supported more than 16,000 system-impacted learners, most of whom were pursuing their GED or high school diploma.



Environmental Stewardship

Green Thumb is focused on innovating and improving our growing, manufacturing, and packaging processes as we continue to reduce our environmental impact.

Utilizing progress made in our Illinois and Massachusetts cultivation facilities, we've created a national model for new and retrofitted spaces. Key environmental stewardship initiatives at Green Thumb facilities include:

DEVELOPING SUSTAINABLE PACKAGING OPTIONS

- ✦ Working with the industry's best packaging material manufacturers to ideate the future of sustainable packaging for cannabis



- ✦ Using glass packaging when possible to promote reuse and recycling

- ✦ Recycling vape cartridges and batteries

IMPROVING CULTIVATION FACILITY OPERATIONS

- ✦ Enhanced watering systems that only use what is needed to nourish plants

ADVANCING SMARTER ENERGY MANAGEMENT

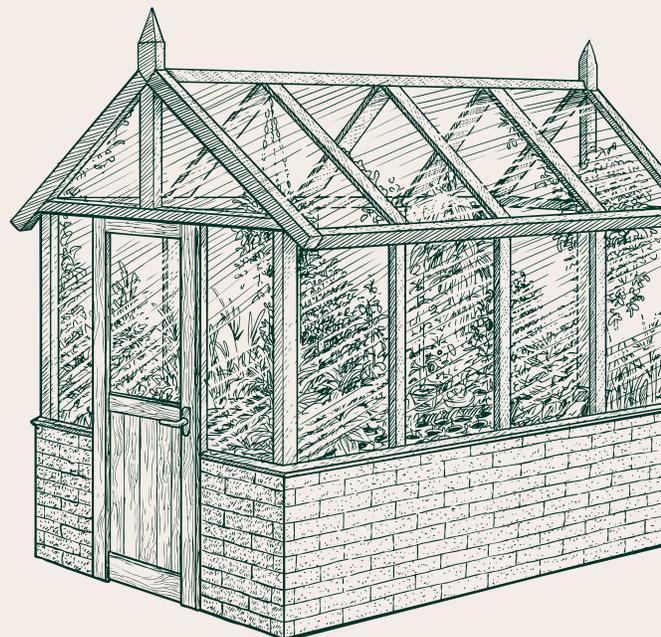
- ✦ Partnering with utility providers to operate facilities with high-efficiency consumption plans

PARTNERING WITH STATE REGULATORS TO ENABLE ENVIRONMENTALLY FRIENDLY PROCESSES

- ✦ Investigating all markets that are suitable for outdoor growing operations to reduce our energy consumption

MAKING RESPONSIBLE CULTIVATION EQUIPMENT SELECTIONS

- ✦ Utilizing energy-efficient LED lighting and HVAC technologies as a basis of design



Our Partners

A sampling of our partners benefiting from over **\$3.5 million** in total donations.



