



SUSTAINABILITY REPORT

JANUARY - DECEMBER 2025





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SUSTAINABILITY OVERVIEW & KEY PILLARS



Our Approach

At Bonipak Produce, sustainability is not just a practice; it is a way of life deeply rooted in our 90-year legacy of farming. This report highlights our ongoing dedication to preserving the land, water, and resources that have sustained us for generations. Through innovative practices, responsible stewardship, and a commitment to our community, we continue to build a future where agriculture thrives in harmony with nature. In this report, we invite you to explore the key pillars of our sustainability efforts, each guided by our unwavering respect for the land and its ability to provide. Together, we remain steadfast in our mission to cultivate a healthier, more sustainable tomorrow for our farms, our people, and our planet.

Our Sustainability Commitment

*At Bonipak Produce, sustainability is an elemental commitment we have upheld for over 90 years and four generations of family farming, dedicated to nurturing and preserving our **Land** and **Resources** for future generations.*

OUR LAND



SOIL



WATER



BIODIVERSITY



INNOVATION

OUR RESOURCES



ENERGY



PACKAGING



PEOPLE

STEWARDS OF THE LAND

For more than 90 years, we have proudly farmed the same land our founders began working in 1932. Our commitment to nurturing the soil that sustains us has been carried forward through four generations.

We recognize that healthy, productive soil is the foundation of fresh, quality produce, and we take seriously our responsibility to care for it through thoughtful and sustainable farming practices.

RIGHT ►
Second and Third-Generation owners checking on a field in the 1990's.



Caring For Our Soils

Our dedicated soil scientists and state-of-the-art laboratory form the foundation of our science-driven approach to farming. By employing advanced soil testing and analysis, we implement sustainable practices that enhance soil health and productivity. This data-backed approach ensures each step is grounded in thoughtful care for our land's future.



Biological-Based Approach

We utilize natural microbes and bio-stimulants to promote nutrient cycling and combat soil pathogens, reducing the need for chemical interventions.



Crop Rotation

We practice crop rotation methods to ensure that the next crop benefits from residual nutrients, maintaining soil vitality.



Drip Tape Application

Our precision drip tape system ensures nutrients and treatments are delivered directly to the root zone, preventing leaching and preserving soil health, while reducing water use.



Minimal Tillage

We employ minimum tillage practices to reduce soil compaction and erosion, preserving its natural structure and reducing our carbon footprint.



Fertilizer Testing & Blending

Our in-house laboratory and blending facility enable us to create customized fertilizer blends tailored to each crop's specific needs, ensuring optimal soil health.



Nutrient-Dense Product

By closely monitoring plant tissue nutrient levels, we deliver produce that is packed with essential nutrients for our consumers.

PRESERVING OUR WATER

Water is an essential resource in agriculture, and at Bonipak Produce we are committed to conserving it. Through innovation and thoughtful practices, we use water efficiently to protect this vital resource for future generations. One of our most effective tools is drip tape, which delivers water directly to plant roots and can use up to 50 percent less water than traditional methods. This allows us to grow high-quality crops while reducing waste.

We also use precision irrigation systems such as microsprinklers that apply targeted water to each plant, reduce runoff, and lower overall usage. These systems support plant health by creating more balanced growing conditions and reducing pest pressure, which strengthens our integrated pest management efforts.

To advance our stewardship, we are integrating a new technology system into our vegetable operations. This automated system schedules irrigation with greater accuracy, especially when paired with weather stations, soil sensors, and crop-modeling tools. It helps reduce over-irrigation and improves fertilizer efficiency through more precise applications.

As we expand this technology across our ranches, we are gaining a deeper understanding of our soils and improving both efficiency and sustainability. By combining precision irrigation with responsible management, Bonipak Produce continues to lead in water practices that benefit the land and the communities that rely on it.



Certified Recyclers

At Bonipak Produce, sustainability means more than conservation but about creating systems that support long-term environmental health. Our drip tape comes from a supplier with a vertically integrated recycling program, where used materials are reprocessed into new drip tape that minimizes waste and promoting circular resource use.

As certified recyclers, we ensure that once our drip tape has served its purpose in the fields, it is collected, processed, and repurposed for continued use. This approach minimizes waste and supports the sustainability of precision irrigation, enabling us to farm efficiently while protecting the planet. Through recycling initiatives and innovative solutions, we uphold our commitment to sustainable practices that safeguard resources and support the future of agriculture.



BIODIVERSITY IN BLOOM



Plant Biodiversity

At Bonipak, plant biodiversity is a cornerstone of our sustainable farming practices. During the winter season, we plant cover crops, which include a diverse mix of grasses, legumes, and brassicas across our fields. These cover crops help replenish soil nutrients, improve fertility, and suppress harmful pathogens. Beyond their benefits to the soil, they also provide essential nourishment for the land and support a thriving ecosystem.

We promote biodiversity by planting perennial hedgerows, which are durable rows of shrubs, trees, and native plants along field borders that strengthen ecosystems and improve soil stability. Their deep root systems help prevent erosion

and improve water retention, contributing to overall soil health. The diversity of plants also enriches and balances the soil, creating a resilient farming environment.

When growing our organic produce, we combine these practices with organically approved biocontrol treatments, such as bacterial and fungal spores, which naturally support plant health and help manage pests. By prioritizing plant biodiversity and integrating organic methods, Bonipak ensures that our farming practices not only produce high-quality crops but also sustain the land.

Wildlife Biodiversity

Protecting and promoting biodiversity among animals and insects is vital to maintaining balance in our fields. Pollinators and natural pest predators are essential to the health of our crops, which is why we adopt practices that safeguard and support them. Our Agronomists and Pest Control Advisors prioritize nighttime applications of necessary treatments to protect pollinators, while predator insect populations are established through drone releases to naturally control pests like aphids and thrips.

Beyond insects, we attract and support wildlife that plays a role in pest management. Bat boxes encourage bats to roost near our fields, consuming



thousands of insects each night, while hawk perches help control rodent populations. Together, these species form a natural defense system, reducing the need for interventions and promoting ecosystem health. Fostering plant, animal, and insect biodiversity creates a thriving agricultural system that sustains vibrant wildlife, healthy crops, and resilient farming practices.

PACKAGING WITH PURPOSE

Produce packaging is essential for sustainability, which is why we focus on strategies to reduce plastic waste, conserve water, and minimize food waste. By prioritizing recyclable materials and plastic-reducing films, our packaging protects and keeps produce fresh while supporting our sustainability goals.

More than 30% of our cartons are Reusable Plastic Containers (RPCs), designed to be reused multiple times. When no longer usable, they are recycled into new RPCs, reducing waste and keeping materials out of landfills. Their durable design also helps prevent produce damage, which means less food waste.

For products that can't use RPCs, we choose sustainably sourced corrugated cardboard cartons. Made from renewable materials, these cartons are fully recyclable, further reducing packaging waste.

By adopting these sustainable solutions, we're helping create a healthier planet for generations to come.



POWERING OUR FUTURE



ENERGY

At Bonipak Produce, we are proud to expand our legacy of responsible farming with innovative renewable energy solutions. The recent installation of two solar canopies, equipped with 6,640 panels, generates 3 megawatts of clean energy annually. Combined with our solar farms, these systems meet 84% of our total energy needs. This advancement not only enhances our energy efficiency but also reduces our reliance on traditional power sources, diverting 2,268 metric tons

of CO2 annually. These solar canopies serve a dual purpose: generating clean energy and shielding thousands of packaging pallets from sun and water damage. By embracing renewable energy, we strengthen our commitment to responsible stewardship of the land, ensuring that Bonipak continues to meet the needs of today while preparing for a more sustainable future



Between our solar canopy and solar farm, we have over 6,600 individual solar panels.



Our Solar structure functions as a protectant shelter for over 12,000 pallets of packaging.



Combined, our solar panels eliminate the equivalent of 441 homes electricity use for a year.



INNOVATION AT WORK



Automation Leadership

Bonipak has long been recognized as a leader in the adoption of agricultural automation. Our culture of innovation and willingness to experiment means that not every pilot is a success, but our management team remains committed to testing, refining, and scaling technologies that make a measurable impact. This forward-thinking approach has positioned our automation department as one of the most advanced in the fresh produce industry.

Over the past several years, we have partnered with international leaders in ag-tech to co-develop precision algorithms tailored to local crops.

Today, our fleet includes:

- Automated precision cultivation systems
- Automated thinning units
- AI-driven precision sprayer
- AI-powered autonomous weeding unit

These systems use advanced artificial intelligence to distinguish between crops and weeds, even across specific commodity types. Performance continues to improve through regular software updates and expanding AI data sets.

Precision Equipment

AI Precision Sprayer

This unit uses AI-driven detection to identify exactly where treatment is needed, resulting in chemical savings and a reduction of up to 90% in herbicide and pesticide use.

Automated Thinning System

Designed to optimize plant spacing, this system selectively removes unwanted seedlings, ensuring ideal crop density. The Mantis replaces a traditional 18–20-person thinning crew, reducing per-acre costs by approximately 75%.

AI Autonomous Weeder (Above ▲)

Fully electric and powered by visual recognition software, the Weed Spider replaces a manual weeding crew, achieving labor savings of 75–80% while significantly reducing overall weeding costs.

THE HANDS BEHIND OUR PRODUCE



PEOPLE

Safety & Training

Employee well-being is central to our operations. Teams receive regular safety, food-safety, PPE, and first-aid training, along with leadership development to support internal growth. All field, harvest, and cooling SOPs follow LGMA and GAP standards. Bonipak is certified under GLOBALG.A.P. and CCOF with a 100 percent compliance score, and full PTI traceability from field to customer supports our continuous improvement across ranches and crews.

Communication

In 2025, we launched The Pak, our internal online resource center designed to strengthen communication across departments. The Pak gives employees quick access to HR and benefits information, company news, brand resources, and tools that help support a connected, informed workforce.

Community

Our commitment to people extends beyond our own team. We take pride in supporting the communities that support us. Through our long-standing partnership with SEEAG, we help bring agricultural education to local students and encourage the next generation of ag leaders. This year, we welcomed more than 3,000 visitors to our ranch during Farm Day, giving families and students a firsthand look at sustainable farming on the Central Coast.

We are also proud to support organizations that make a meaningful impact. Our donations to the Cal Poly Strawberry Center, the Boys & Girls Club of Santa Maria, and the Marian Regional Medical Center Foundation reflect our commitment to innovation, youth programs and local health services.

QUESTIONS? CONTACT US

Have questions or want to learn more about our sustainability initiatives? Contact us with the information below.

Email : CustomerSupport@bonipak.com

Website: www.bonipak.com/contact-us

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