

CAVA

2025

IMPACT UPDATE



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A LETTER FROM OUR CO-FOUNDER AND CEO, BRETT SCHULMAN

At the start of 2025, California faced devastating wildfires that deeply impacted many of the communities we serve. It was a difficult and uncertain time, but it also brought out the very best in our people. I watched CAVA team members step up in extraordinary ways, supporting first responders, feeding displaced families, and creating spaces where people could find a sense of comfort and care. For instance, Chris L., our Academy General Manager in El Segundo, CA, helped make, pack, and deliver meals throughout the city, all while keeping his team focused and supported amidst the devastation surrounding the community. In those moments, CAVA lived up to who we strive to be every day. We became a source of connection and support, a small but meaningful beacon for our communities when they needed it most.

That experience reinforced something we have always believed. Our impact goes far beyond the meals we serve. It shows up in how we take care of each other and how we support our communities, especially when it matters most. Throughout this update, you will see how we are continuing to build on that responsibility, staying grounded in bringing heart, health, and humanity to food.

A big part of that work in 2025 was the launch of Flavor Your Future, our people development platform, which continues to be a central part of our impact strategy. Through Flavor Your Future, we are investing in our team members by creating pathways for growth, expanding access to opportunity, and supporting the next generation of leaders within our industry and beyond. Flavor Your Future reflects what we believe at our core: when we invest in people, we strengthen not only our company, but the communities we are part of.

In that spirit, to close out the year, I had the opportunity to spend time in California visiting several of our restaurants. What stood out most was seeing so many different paths of growth across our teams. Take for example Corey C., who joined CAVA more than six years ago and now serves as our Regional Director of the West, reflecting a dedicated tenure with the brand. From everyday moments, like bringing a sense of fun and humor to the workday, to monumental ones, like supporting the team and continuing to support a region that was faced with challenges to start the year, Corey's leadership, dedication, and belief in what we are building have made a lasting impact on our business — and on the thousands of team members and guests he supports every day.

Stories like these are a reminder of what matters most. Our people are the heart of this company, and over the past year we have ramped up efforts in investing in them, from how we attract and develop talent to how we support long-term growth. At the same time, we have continued to think about how we show up beyond our restaurants by deepening our commitment to our partners, and to our communities. This work across the three aspects of our brand's mission: to bring **heart**, **health**, and **humanity** to food, continues to guide how we grow.

When my co-founders Ted Xenohristos, Ike Grigoropoulos, and Dimitri Moshovitis opened their first restaurant, CAVA Mezze, it was a traditional sit-down concept rooted in the flavors and Mediterranean hospitality they grew up with. When I joined them more than 15 years ago, we set out together to build what CAVA is today, bringing those same values of heart, health, and humanity into a new kind of dining experience. That ethos continues to guide us in everything we do.

And it is working. Despite a year that brought real challenges, from natural disasters to broader global uncertainty, CAVA continued to grow and thrive. In 2025, we surpassed \$1 billion in revenue on a full fiscal year for the first time and opened 72 net new restaurants.

At the same time, we are seeing a meaningful shift in how people think about food. Guests are looking for meals that are not only craveable and convenient but also rooted in well-being. Mediterranean cuisine, with its focus on fresh ingredients, bold flavors, and balance, continues to resonate more than ever. It is a way of eating that feels both modern and timeless, and we believe it is uniquely positioned to meet this moment.

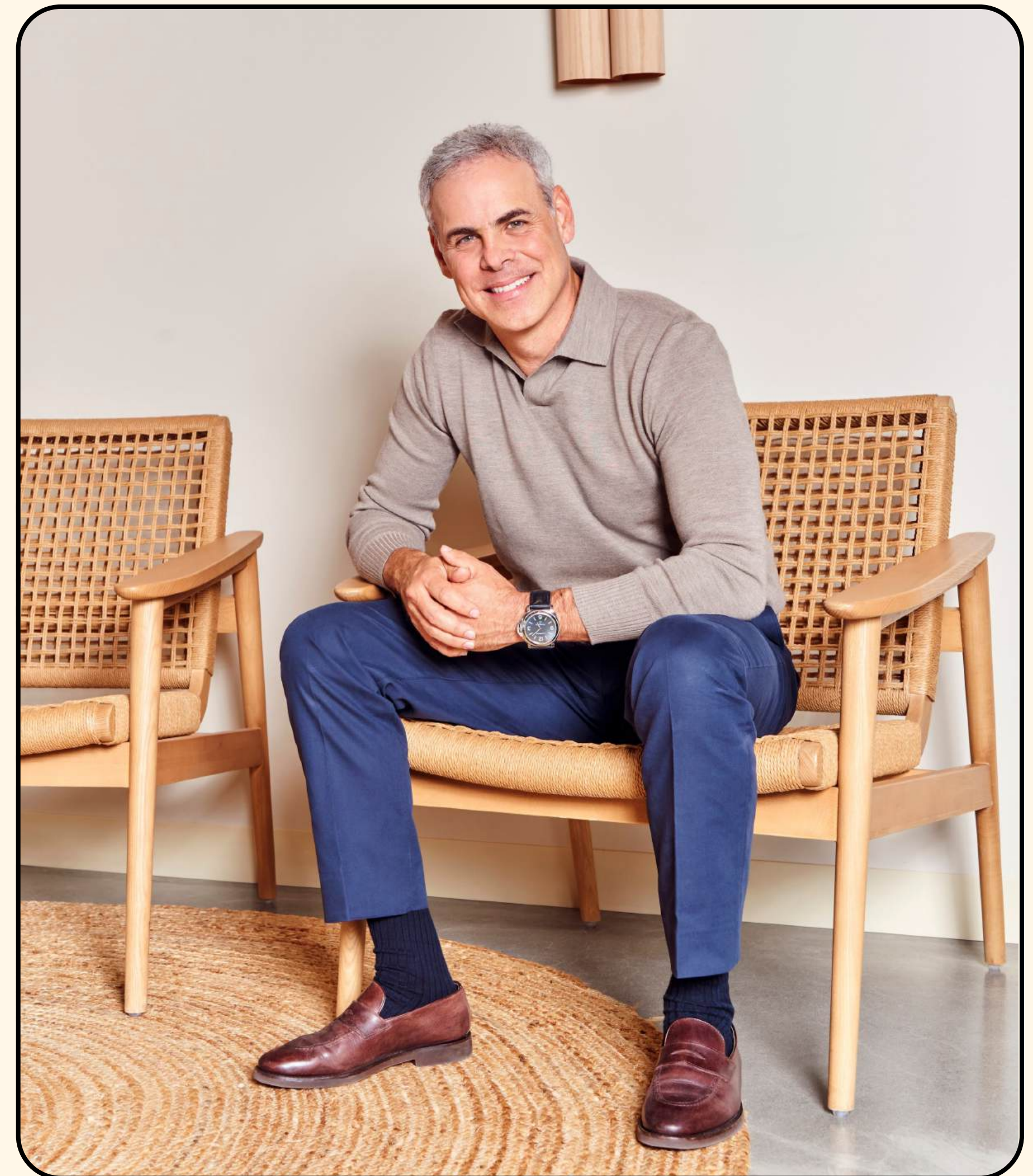
That belief continues to guide how we innovate, how we source our ingredients, and how we show up for our guests every day. We are building a brand that makes it easier for more people to eat well, without compromise, and to experience food that is both satisfying and nourishing.

I hope you feel inspired by the progress we have made and the work still ahead of us. Like any growing company, we are still learning, and we are committed to improving and holding ourselves accountable along the way. We believe our food, our brand, and the experiences we create position us well for the long term. Building a great company means delivering quality, relevance, and care at scale, while staying resilient through change. As CAVA continues to grow, so will our impact.

Thank you for taking the time to read our 2025 Impact Update. I am proud of how we are aligning our growth with our values and the steps we are taking.



With gratitude,
Brett Schulman
Co-Founder & CEO



CAVA: A STORY OF HEART, HEALTH, AND HUMANITY

CAVA was founded on the belief that Mediterranean cuisine is best served with a generous helping of warm, Mediterranean hospitality. We believe that flavorful, healthful, and balanced food can unify people, creating a strong sense of shared community.

These beliefs are reflected in everything we do. As we continue expanding into new communities across the country, our growth is not only visible in the neighborhoods we serve, but also in our financial and impact results. In 2025, CAVA surpassed \$1 billion in revenue for the first time, growing more than 20% on a full fiscal year basis, while also giving back in meaningful ways, including donating over \$1 million in cash or food retail value to our communities in that year alone. Our founding spirit of warmth, generosity, and connection continues to fuel our momentum.

In 2024, our inaugural Impact Report was extensive, covering every detail of our journey this far. This year, we're sharing a streamlined update, focused on what we have accomplished since last year, and where we're headed next, as we continue to work toward a better (and more flavorful) future for all.

For more information, please reach out to sustainability@cava.com. Graphs, tables, and data presented in this report represent CAVA's 2025 fiscal year, December 30, 2024 - December 28, 2025, unless otherwise noted.

CAVA IN 2025

439

CAVA RESTAURANTS IN 28 STATES AND WASHINGTON D.C.

72

NET NEW CAVA RESTAURANT OPENINGS

13,500+

TOTAL TEAM MEMBERS

20%

INCREASE IN OUR TOTAL RESTAURANT FOOTPRINT SINCE 2024





LAUNCHED “FLAVOR YOUR FUTURE” TALENT GROWTH PLATFORM

We believe in people — and know that our company’s growth is a direct result of our team’s growth. That’s why we launched Flavor Your Future in 2025, a holistic platform designed to attract, develop, and retain the next generation of CAVA leaders.

A continuation of our long-held belief that CAVA is a place for careers, not just jobs, this platform provides each and every team member with a clear pathway for growth, leadership development, and long-term career opportunities.

Committed to building a workplace grounded in generosity, innovation, and collective ambition, we always strive to promote from within. We’ve rolled out a new Assistant General Manager role to provide our in-restaurant team members with additional leadership support as we grow. In this way, we’re creating a more unified, end-to-end employee experience focused on developing and retaining existing talent. Our efforts are real and they are paying off. Last year alone, we’ve celebrated 3,500+ restaurant team members’ advancements to the next role in the restaurant (like Team Member to Grill Cook, Grill Cook to Team Lead, Team Lead to Assistant General Manager, and so on). And we saw 127 team members advance to restaurant leadership roles (General Manager and up).

NAMED #1 RESTAURANT & FOOD BRAND, FAST COMPANY’S MOST INNOVATIVE COMPANIES

For their 2025 Most Innovative Companies list, Fast Company recognized CAVA as the #1 restaurant and food brand, and #13 overall. An exciting achievement made possible by our team members, this ranking is proof that our mission to bring heart, health, and humanity to food is resonating with modern diners in a way that few other brands are.

The outlet called CAVA “an outlier in an industry struggling with inflation and declining visitation” and highlighted our Project Soul initiative: adding cushioned seating, warmer color palettes, and lots of greenery to make our dining rooms the kinds of places our guests want to settle into and stay awhile.



JOINED U.S. FOOD WASTE PACT TO SUPPORT FOOD WASTE REDUCTION



Doubling down on our commitment to sustainability principles and stewardship, CAVA joined the U.S. Food Waste Pact in 2025. We’re now one of 31 food businesses and organizations signing a voluntary agreement to support and contribute to efforts to reduce food waste across the food system, through a joint initiative led by ReFED and the World Wildlife Fund.

According to ReFED, a staggering 29% of food produced in the U.S. is wasted, and quick-service restaurants generate over four billion meals annually in surplus. In 2025, CAVA donated nearly 65,000 meals to communities in need by using food from our new-location training periods. Meanwhile, our thoughtful cooking approach is intended to limit food prep to only meet anticipated needs, allowing us to further reduce waste in our kitchens.

SURPASSED \$1 MILLION IN TOTAL DONATIONS IN 2025

In 2025 alone, CAVA donated over \$1 million back to our communities: in cash or food retail value. This includes donations to local food banks and organizations during our training days, philanthropic partnerships supporting food rescue and food security, and the Community Day donation drives we organize at every new restaurant opening.

HEART



Joining CAVA is about more than just a paycheck or even a job, it's a career.

FLAVOR YOUR FUTURE: A PEOPLE-DRIVEN PATH TO GROWTH

From the very beginning, we've maintained a steadfast dedication to the growth and well-being of our team members. Joining CAVA is about more than just a paycheck or even a job — it's a career — with tangible opportunities for growth and support at every step. This foundational ethos of care, always expanding and evolving, led us to the 2025 launch of Flavor Your Future, a holistic people platform that's all about creating a unified, end-to-end employee experience across our Restaurants, Support Centers, and CAVA Foods. The goal? To consistently attract, develop, and retain high-performing team members, creating a strong and supportive pipeline for talent.

Let's take a deeper look at those three pillars.

ATTRACT

We believe in the power of people and strive to hire and nurture team members who are genuinely excited to bring heart, health, and humanity to food. We seek those who embody our unique commitment to **Mediterranean hospitality** and who see a real future — not just a temporary job — at CAVA. Our team members are the face of our business, and our success depends on theirs.

We demonstrate this commitment by creating a company culture that fosters mutual respect and appreciation, following closely the **Gartner Human Deal Framework**, as outlined in last year's Impact Report.

To make sure we attract the right people consistently, in 2025, we continued to put smart tools in place such as our Behavioral Interview Guides for General Managers (GMs) and our Organization Analysis and Design personality assessments. Both of these equip our leaders with assessment tools to ensure candidates exhibit our company's values (like having a passion for positivity), and our competencies (like a service mindset), for example.

We're proving that a people-first experience built on human connection, growth, and real Mediterranean hospitality can not only succeed but thrive at CAVA as we continue to grow. And we're making sure every new hire is set up to shine.



A Story of Limitless Possibilities: Yasmairi M.

For Yasmairi M., working at CAVA is about embracing every opportunity. She started as a Team Member in 2018 and quickly advanced through roles like General Manager and Academy GM before becoming an Area Leader in the Northeast. Her journey shows how dedication, adaptability, and a passion for people can create limitless possibilities. From supporting multiple locations to leading new openings, every step of Yasmairi M.'s career path added a new "flavor" to a future she built from hard work and dedication.

“

At CAVA, every opportunity I've taken on has pushed me to grow, and what started as a single step has turned into a future full of possibilities I never imagined.

A Passion for Success: Dixon V.



Dixon V.'s nine-year CAVA career path began as a Team Member back when he was just in high school and grew into an inspiring leadership journey. Fueling his growth were perseverance, curiosity, and a deep belief in lifting others up. Today, as an Area Leader in the Mid Atlantic, he supports a full territory and continues to guide new leaders. Dixon V.'s path proves that stepping outside your comfort zone can open doors to incredible possibilities within CAVA.

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CAVA challenged me to step outside my comfort zone, and by saying yes to growth and lifting others along the way, I've been able to build a future far bigger than I ever expected.

DEVELOP

We're not just hiring for today; we're investing in people for the long term. CAVA's approach to career development is all about empowering teams at every level with the skills, resources, and training they need to thrive from Day 1. New team members start strong with up to four days of immersive onboarding tied to our mission, values, and competencies. New managers dive even deeper, getting a foundation of eight to ten weeks of training with additional exposure and development. Need to brush up on food safety or functional skills on the fly? Our digital learning platform, **CAVAYou**, offers role-specific content on demand.

We take growth at CAVA seriously, and provide a clear pathway for advancement for our team members — because we believe in creating careers, not just jobs. We are proud to share that as a result of our efforts, 3,500+ restaurant team members celebrated advancements or promotions in 2025. People like Yesica P., who began as a Gulf Coast Team Member and steadily advanced through roles like General Manager and Academy GM by seeing every step as a chance to elevate both her own skills and those of the people around her. Or Dixon V., who started as a Team Member when he was in high school eight years ago and used his perseverance and curiosity to grow into an Area Leader in the Mid Atlantic, proving that stepping outside your comfort zone opens up incredible possibilities.

In fact, we're so committed to fostering internal talent that in 2025 we announced new performance bonuses for GMs who promote their direct reports into a General Manager position. A focus on internal mobility is our secret sauce for succession planning and ensures our future is led by the people who know our brand best.

For our existing leaders, we offer development with serious impact. In addition to our off-site training and development program, **High-Performing Teams (HPT)**, that we covered more closely in last year's Impact Report, we also invest in bringing our restaurant leaders together routinely. **CAVA Connect** is our

bi-annual Leadership Conference for General Managers and Above Restaurant Leadership, and this is where the magic happens. It's an opportunity to foster meaningful human connection, deepen engagement, and provide enrichment to high level team members. In 2025, over 600 CAVA Team Members gathered in Arlington, TX, where we aligned our teams, reinforced our mission and values, and moved the entire business forward together.

We also hosted our inaugural **Flavor Your Future Summit** at the D.C. Support Center in August 2025, focused on talent development and pipeline strength. This summit provides a mutually supportive space for all Above Restaurant Leaders across the entire company to connect, share best practices, and reinforce the behaviors that drive success.

To ensure every restaurant is a leadership-building machine, we champion consistency. Our **Competency Champion Training** program is a "train the trainer" initiative allowing us to bring GMs together once a year and train them on how they can, in turn, train their teams on the competencies they've learned.

As we continue to grow, we'll naturally continue to scale the right infrastructure when it comes to training our team members. In this case, that means adding more Academy locations — restaurants designated for training — which means increasing our Academy General Manager roles and pipeline. This kind of growth-oriented infrastructure provides exciting opportunities for our GMs, and further develops them as leaders while they coach the next waves of talent.

Looking forward, our Leadership Development program will establish a pipeline of opportunity for high potential team members across our restaurants, support centers, and CAVA Foods branches in 2026.

RETAIN

Keeping world-class talent means cultivating a culture of shared humanity. We offer our team members lasting careers with a deep focus on people development. To support our massive growth and ensure we can reach at least 1,000 restaurants by 2032, we need the right infrastructure in place to back up our teams. That's why we're always innovating. We want each and every one of our team members to feel seen, valued, and supported as we expand. And at CAVA Connect in 2025, we announced that starting in 2027, we'll even start hosting a very special incentive trip to Greece as a way to recognize our top performing GMs.

We've made big, strategic investments to strengthen our field leadership structure, which increases accountability and proximity to our restaurants. These moves are designed to reinforce our General Manager (GM) ecosystem and retain the talent critical to CAVA's growth.

Here's how we're investing in our leaders to support the whole person:

GENERAL MANAGER INCENTIVES & EQUITY: ENHANCING OWNERSHIP

We rolled out powerful enhancements to our GM total compensation framework, designed specifically to recognize leadership impact and strengthen talent development across CAVA. This move includes two major components:

- **Annual Equity Grants:** We want our GMs to think (and feel) like owners, so they now receive annual equity grants. This reinforces an owner-operator mindset and ensures they are long-term stakeholders in CAVA's growth and success.
- **Performance-Based Bonus:** We launched a targeted incentive that specifically rewards GMs who actively develop and promote talent. If a GM's direct report moves up into a General Manager position, the original GM receives a bonus. This underscores CAVA's deep commitment to internal mobility, succession planning, a team-player mentality, and the building of a strong leadership pipeline from within.

STRATEGIC SUPPORT: A NEW ASSISTANT GENERAL MANAGER (AGM) ROLE

As CAVA continues its rapid growth and evolution, we must continually strengthen the way we support our frontline leadership. The introduction of the new Assistant General Manager (AGM) role is a strategic investment in operational excellence, team development, and that really great experience CAVA guests know to expect.

- **What it does:** This dedicated, on-the-ground leadership role strengthens our restaurant foundation and allows the GMs to focus more on People Development. AGMs will be critical for ensuring consistency in daily operations and raising the standards of hospitality in our restaurants.
- **Why it matters:** AGMs enable GMs to focus more deeply on strategic priorities, including overall restaurant performance and critical talent development.
- **The takeaway:** Ultimately, the implementation of the AGM role — which included 175 new active AGMs as of December 31, 2025 — is all about scale, support, and succession. It allows us to operate more effectively today while building the deep leadership capacity we need for a thriving future.

We hold onto our team members because we consistently show them how much we value them. From the beginning, we've been deeply committed to building leaders from our own restaurants, and that commitment has only grown stronger. Our Flavor Your Future efforts will continue through 2026 as we expand this talent platform across all areas, ensuring consistent development and clear pathways for every single member of the CAVA family, including in our restaurants, the Support Centers, and CAVA Foods.

These intentional investments underscore our belief that everyone is welcome at our table — and that a job at CAVA is not just a job, but an opportunity for a truly fulfilling career.

Elevating Skills and Teams: Yesica P.



Yesica P.'s journey powerfully reflects the Flavor Your Future mission. Starting as a Team Member, she showed steady growth and a deep commitment to people development, advancing through roles like General Manager and Academy General Manager. Based in the Gulf Coast, Yesica P. has used every single step as an opportunity to elevate both her own skills and the people around her, proving that the best kind of success is always shared.

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CAVA has given me the opportunity to grow at every step of my journey, turning my passion for developing people into a career where I can truly help others flavor their future.

HEALTH



Our food philosophy is abundant yet intentional, and deeply inspired by a Mediterranean lifestyle.

OUR MEDITERRANEAN WAY: CULINARY INNOVATION ROOTED IN HERITAGE

We know that ingredients have a story. Our food philosophy is abundant, yet intentional, and deeply inspired by a Mediterranean lifestyle rich in vegetables, protein, healthy fats, and spices.

There's a reason the Mediterranean diet has been ranked #1 for nine years running. We innovate from a place of Mediterranean authority around flavor, health-consciousness, and food that truly makes you feel good, offering our guests a wildly customizable experience that allows them to tailor the experience to their individual preferences. Our goal is to offer a culinary experience that feels deeply personal to everyone who steps through our doors. This dedication to flavor and Mediterranean culinary traditions propelled us through 2025 and into 2026 with our most innovative menu to date.

CHICKEN SHAWARMA: A NEW MEDITERRANEAN CLASSIC

CAVA's culinary approach balances heritage, vibrant flavor, innovation, and fun. We kept all those pillars in mind when rolling out our newest offering for 2025: Chicken Shawarma. A reimagining of the classic Mediterranean dish, it features roasted chicken breast, enhanced with our signature spice blend then hand-stacked, spit-roasted, and shaved thin. The result? A delicious crowd-pleaser that's inspired by tradition yet unmistakably CAVA. To bring the excitement directly to fans, we debuted this new dish in the place it felt most at home — the streets — by hosting a multi-city food truck tour across New York, D.C., Atlanta, and Dallas.

TESTING SALMON: A CORNERSTONE PROTEIN

Seafood is a cornerstone of Mediterranean cuisine, and carbon greenhouse gas emissions (GHG) for salmon grown using conventional farming methods has been measured as 91% less than conventionally-raised beef, and 61% less than conventionally-raised chicken. This made the introduction of salmon a natural evolution for our menu. In 2025, we tested our first-ever seafood offering for a limited time in select markets with a No Antibiotics Ever (NAE) salmon fillet. This roasted, flaky fillet is seasoned with our Mediterranean spice blend and a house-made pomegranate glaze, offering a bold, layered flavor that our guests loved. Our nationwide roll-out began in April 2026.



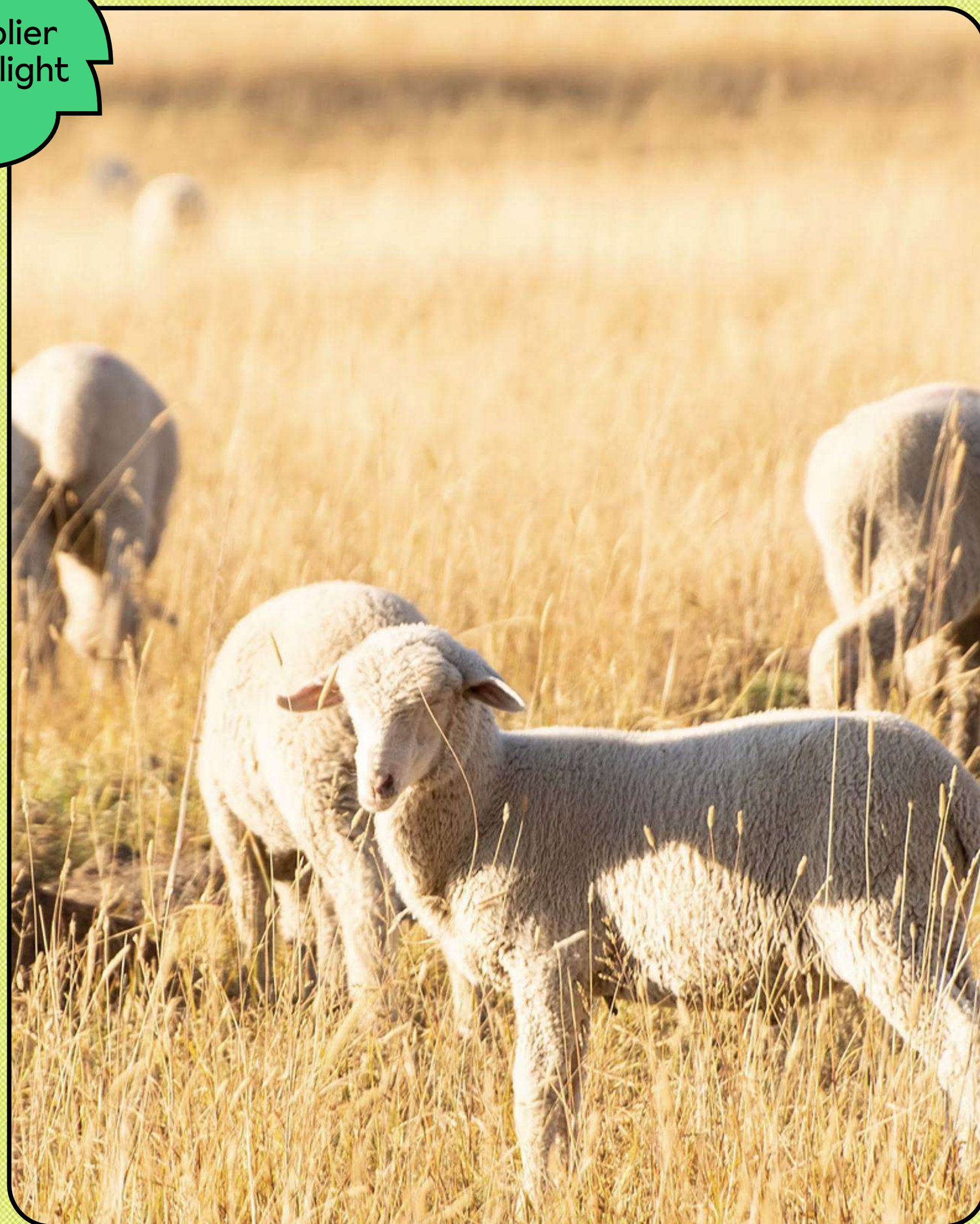
Two Bar Sheep Company LLC

Our commitment to our sourcing standards often leads us to truly remarkable partners, such as Two Bar Sheep Company LLC, a family-run, open range migratory operation that stretches back to the late 1920s.

Hailing originally from the central mountains of Greece, Raftopoulos family matriarch Georgia Vlahos and her second husband brought their Mediterranean sheep ranching skills to the Colorado/Utah border, eventually settling in an area called Browns Park. Later designated as the Browns Park National Wildlife Refuge, the region was once a storied haven for cattle rustlers, horse thieves, and outlaws like Butch Cassidy during the Gold Rush era. It was also the site of the historic Two Bar Ranch, which the Raftopoulos family was able to purchase and bring back to life.

Today, Georgia's son Steve and his wife Antonia 'Toni' Peroulis, who also comes from a Coloradan sheep ranching family, run the sheep portion of the ranch with their three children, Jorgiea, Andrew, and Zacharias. Progressive in their ranch management, the family is dedicated to animal welfare through open-range grazing. As industry and community leaders, they ensure that the NAE lamb they produce upholds a steadfast dedication to quality and tradition, and work to align other ranchers with these best practices. We're proud to work with a family business like theirs, rooted in Greek heritage and sustainable ideals like ours.

Supplier
Spotlight



A COMMITMENT TO ANIMAL WELFARE

Our approach to meat consumption is rooted in compassion, which is why our commitment to animal welfare is grounded in principles of responsible sourcing. Many of the proteins we use are raised with no added hormones and align with our NAE goals. We are dedicated to continuous improvement in this area, which includes attention to the health and natural environments of the animals in our supply chain with the launch of new proteins such as seafood. For more details on our specific goals and progress, please visit the [Animal Welfare](#) page on our website.

FOOD SAFETY AND QUALITY ASSURANCE

Great food starts with great ingredients, and maintaining the highest standards for our food safety and quality programs is key at CAVA. Our dedicated Food Safety and Quality Assurance team oversees supply chain compliance and production standards, with regular input from external subject-matter experts. We use high-pressure processing, also known as cold pasteurization, to help maintain the safety, quality, and integrity of our products.

SUSTAINABILITY IN OPERATIONS: EMISSIONS REPORTING & TRANSPARENCY

Reducing our greenhouse gas emissions is more than a corporate responsibility; it is an important part of how we work to create a better future. That's why in 2025 we continued to focus on energy efficiency and carbon-reduction strategies. Our commitment to transparent reporting of our environmental impact begins with our Scope 1 and 2 emissions data.

METHODOLOGY

CAVA calculates its GHG inventory for Scope 1 and 2 emissions in alignment with the GHG Protocol using the operational control approach. CAVA's operational control includes offices (excluding coworking spaces), restaurants (excluding licensed sites), production facilities, and vehicles. We use primary data wherever possible and elsewhere estimate site energy consumption using the Commercial Buildings Energy Consumption Survey. Where CAVA has contractually procured renewable electricity through the electric utility, the market-based emissions factor was applied. The inventory methodology is maintained through an annual Inventory Management Plan.

Furthermore, for 2025, where primary refrigerant service data were not available, we estimated refrigerant leakage using equipment-type-specific leakage rate assumptions informed by the CADMUS Low-GWP Refrigerants Study, which analyzes California Air Resources Board data. This approach allows us to apply more granular assumptions based on the type of refrigeration equipment in use, rather than relying on a single flat leakage-rate assumption across all equipment.

FY25 Scope 1 & 2 Results

(Unit: Metric Tons Carbon Dioxide Equivalent, MT CO₂e)

SCOPE 1

Direct GHG emission estimates from sources that are owned or controlled by us

17,738

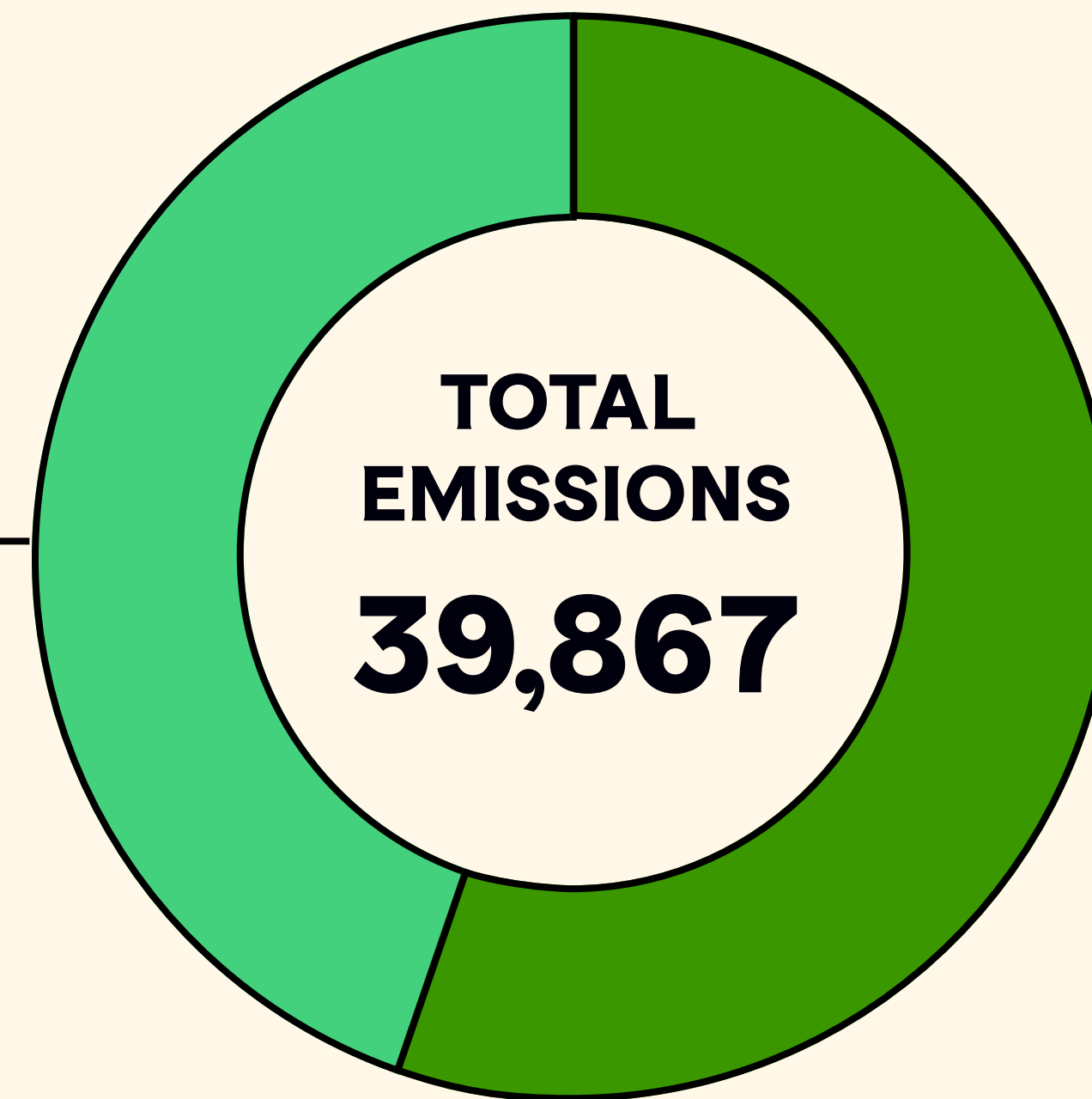
14,077	Natural Gas
3,379	Refrigerants & CO ₂
282	Gasoline & Diesel

SCOPE 2

Indirect GHG emission estimates associated with our purchase of electricity, heat, or cooling

22,129

Electricity (Market)	22,129
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We are also undertaking a Scope 3 measurement initiative, with a plan to publish this comprehensive data in 2027.

ENHANCING ENERGY MANAGEMENT

We care deeply about minimizing waste and energy consumption in every way we can. That's why in 2025, we continued our pilot of a comprehensive Energy Management System across 20 restaurants, with a plan to roll it out in new locations and retrofit existing ones. This initiative aims to improve operational efficiency and reduce energy consumption by installing remote monitoring and control devices on HVAC systems. This way, we can make real-time adjustments to optimize performance and minimize unnecessary energy use in our restaurants.

We also implemented walk-in cooler temperature monitoring and door contact sensors in some of our kitchens, to ensure proper food storage and reduce energy loss from open or malfunctioning equipment. These enhancements are designed to lower energy costs and support more consistent, data-driven facility management across our operations. We're excited to expand the success of this pilot program to even more restaurants in 2026.

FACILITATING HOLISTIC WASTE REDUCTION PARTNERSHIPS

In 2025, we continued to modernize and enhance our approach to waste and its environmental impact by expanding our partnership with Rubicon. This leading waste management organization helps companies like ours deal with waste in eco-friendly and considerate ways. Rubicon provides recycling, compost, and cooking oil services, demonstrating our dedication to smart waste management.

We also introduced guest-facing modular waste stations in certain restaurants to provide trash, recycling, and compost options whenever available in the cities we serve. Meanwhile, our CAVA Foods Verona facility began diverting organic waste through a new partnership with Vanguard Renewables.



REJUVENATING FIVE ACRES OF AGRICULTURAL LAND

Our new, state-of-the-art manufacturing facility in Verona, VA, is home to a multi-year native Piedmont Savannah Habitat restoration project, where we are actively rejuvenating 5 acres of land to bring back natural plant and animal biodiversity. This effort began in Spring 2024 with the planting of keystone oak trees and shrubs, followed by the seeding of 25 to 30 varieties of grasses, wildflowers, and legumes in 2025. Once completed, this restored landscape will be a valuable and beautiful space of winding nature trails for mental recharge and hands-on learning, while also playing host to a variety of native birds, plants, animals, and pollinators.

HUMANITY



Philanthropic giving is central to our culture.

COMMUNITY IMPACT: A BUSINESS ROOTED IN CARE

Our company was founded in the Mediterranean spirit of generosity, and for us, that spirit extends far past the doors of our restaurant. Running a business rooted in humanity means operating with a philosophy of true care. And that means consistently uplifting not only our team members and our guests, but our communities at large. Philanthropic giving is central to our operations, whether that means supporting work that addresses hunger or supporting disaster relief in our communities.

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CAVA's food recovery efforts deliver thousands of meals to people facing food insecurity through local charity partners. This continued impact strengthens communities and advances CAVA's fight against hunger.

— Daniel Gouge
Operations Lead at FDC

We're thrilled to report that in 2025, we exceeded our goals. We contributed our highest-ever total of \$1.07 million through cash or food donations, Community Day partnerships, and philanthropic giving. Here's a deeper look at how it all added up:

A Milestone Year: \$1 Million in Community Support

FOOD DONATIONS

\$824,000

In this country, we face two opposing issues simultaneously: widespread hunger and widespread food waste. Approximately one third of the food supply in the U.S. produced globally — about 70 million tons — is lost or wasted annually, while nearly 48 million people face hunger.

We are committed to helping close that loop, which means getting food to those in local communities who need it. That's why we're careful to prepare only as much food as we estimate needing, helping to divert from landfills. Because good food should never go to waste.

Every new CAVA restaurant comes with a commitment to generosity built right in. New opening team member

training includes a lot of meal preparation, and this could result in lots of food that might otherwise be wasted. To ensure it doesn't get wasted, we partner with a local food bank, which, in turn, donates our surplus food to neighbors in need.

In 2025, our 72 net new restaurant openings across the country resulted in a combined donation of 62,629 pounds of food. That's \$824,000 in retail value — and a nearly 50% increase from 2024's numbers.

These food recovery efforts, coordinated with our friends at Food Donation Connection (FDC), transformed into 65,859 donated meals for local charity partners in 2025.

COMMUNITY DAY PARTNERSHIPS

\$161,000

We call the day prior to a new restaurant opening Community Day: a tradition that allows us to live out our commitment to generosity and invites others to do the same. Dating back to the very first restaurant we opened in Bethesda, MD in 2011, it's a day dedicated to reducing hunger and waste in the communities where we are opening a new restaurant.

Community Days give us a chance to meet our new neighbors while supporting those in need. We invite guests to pop by for some delicious Mediterranean food and hospitality, but instead of paying us for their pita or bowl at the cash register, we ask them to join us in donating to our nonprofit community partner. Then we match those donations up to \$1,000.

In 2025, we raised and donated a total of \$161,000 and distributed the funds to 60 different charitable organizations fighting to close the loop between food waste and food insecurity.

PHILANTHROPIC GIVING

\$92,000

True dedication to smart philanthropy means supporting the charitable organizations we believe are already doing great work. Beyond all our efforts on the ground, we also donated a combined \$92,000 to support food rescue and security initiatives.

Let's take a look at some of our key partners for the year, to give you a better idea of the great work we're able to support.



We maintain a strong partnership with Too Good To Go, an app-based marketplace that connects users with local restaurants, cafes, and stores to purchase surplus food so it doesn't go to waste. Users reserve and pay for "Surprise Bags" through the app and pick them up locally, allowing them to divert good food from going to landfill. A portion of sale proceeds then go to non-profit organizations that support hunger initiatives, which we consider a true win-win.



We're always looking to level up our impact, which is why we've forged a powerful partnership with Food Rescue US to ensure communities get fresh food fast. This national non-profit is on a mission to eliminate hunger and protect the planet by making sure surplus food skips the landfill — where food waste is responsible for a staggering 8% of global greenhouse gas emissions — and goes straight to those who need it. Their advantage is smart technology: a proprietary web-based app seamlessly connects food donors (like us!) with receiving agencies through flexible volunteers who choose their own rescue schedules.

Since 2011, this innovative community-led model has rescued over 250 million pounds of food across 50+ communities in 25 states and D.C., saving over 35 million meals annually, and proving that technology and humanity can go hand-in-hand. In fact, Food Rescue US can provide 20 meals for every \$1 donated — and we're proud to be a part of that crucial impact.



Chobani's Let's Eat Week

In honor of World Food Day on Oct 16th, CAVA partnered with Chobani for Let's Eat Week, an annual, week-long volunteer initiative combating child hunger and food insecurity that expanded in 2025 to over 40 events across 15 cities in three different countries. We donated \$10,000 to support meal kits and came together with 30 different cross-sector partners for a week of volunteering, partnership, and action dedicated to ensuring kids and families have the food they need to thrive.

Together, we distributed over 300,000 pounds of food, enough to nourish nearly 12,000 families. For us, this special week is a great example of enacting teamwork to support the communities we call home.



One of our key partners in New Restaurant Opening Meal Donations and Community Days is Feeding America, the leading hunger relief organization in the United States. Operating a network of over 200 food banks and 60,000 meal programs, they rescue surplus food from manufacturers and retailers, distributing billions of meals annually to people in need. They also advocate policies to end food insecurity for the 48 million people (including 14 million kids) facing hunger every day.

On Giving Tuesday 2025, we donated an additional \$25,000 to shine a spotlight on their heroic efforts. And thanks to their serious efficiency (a reported 98% of all donations directly fuel their programs, where every dollar provides at least 10 meals), our \$25,000 donation provided at least 250,000 meals for neighbors in need.

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When a new business like CAVA takes the time to give back before even opening their doors, it says a lot about their commitment to the community. CAVA's Community Day helped us reach more neighbors while also building a stronger network of volunteers and supporters who make our work at Golden Harvest Food Bank possible.”

— Amy Breitmann
President & CEO of Golden Harvest Food Bank

Providing Support in the Face of Natural Disasters

When crises strike, we stand with our team members and the communities we serve. That means providing support and resources during and after natural disasters, which sadly covered quite a lot of ground in 2025, from the L.A. wildfires to the Texas floods to residual damage from Hurricane Helene in Asheville, NC.

L.A. FIRE AND TEXAS FLOOD RELIEF SUPPORT

In early 2025, devastating wildfires swept across Los Angeles, scorching more than 150,000 acres, destroying hundreds of homes, and displacing tens of thousands of residents, including members of our own CAVA community. In the face of this crisis, our teams came together in extraordinary ways, supporting one another and stepping up for their neighbors.

From preparing and delivering meals to local rescue centers to ensuring affected team members had the support they needed, our Los Angeles restaurants rallied as one. Efforts led by teams like El Segundo demonstrated what it means to live our mission, bringing heart, health, and humanity to food, showing that in moments of crisis, our commitment to community goes far beyond our restaurant walls.



REOPENING CAVA IN ASHEVILLE, NC

In 2024, Hurricane Helene forced our restaurant in Asheville, NC, to temporarily close. It was a devastating blow, but in the months that followed, we were inspired by how the local community came together to help each other recover and rebuild. When we celebrated our grand re-opening in June 2025, it was more than just a ribbon-cutting; it was a party celebrating resilience and community.

To support neighborhood recovery, we made a dedicated \$5,000 donation to two local organizations that were absolute heroes in the recovery: The United Way's Buncombe County Long-Term Recovery Group (BCLTRG), which is helping families literally rebuild their lives, and Beloved Asheville, which delivered essential aid and shelter when people needed it most. These powerful, on-the-ground partnerships remind us that CAVA's growth is always tied to the well-being and strength of the communities we proudly call home, whether it's a quick response or a long-term rebuild.



2025 COMMUNITY DAY PARTNERS

- Acord Food Pantry
- Area Congregations Together, Inc.
- BeLoved Asheville
- Center for Family and Child Enrichment, Inc.
- Chattanooga Area Food Bank
- Concrete Jungle
- Family Service Association of Bucks County
- Feeding America - Feed More
- Feeding America - Food Bank of the Rockies
- Feeding America - Gleaners Community Food Bank of Southeastern Michigan
- Feeding America - Gleaners Food Bank of Indiana
- Feeding America Riverside | San Bernardino Counties
- Feeding Tampa Bay
- Food Cycle LA
- Food Rescue US - Agape
- Food Rescue US - Boston
- Food Rescue US - Charlotte
- Food Rescue US - ChicagoLand
- Food Rescue US - Denver
- Food Rescue US - Detroit
- Food Rescue US - Maryland
- Food Rescue US - New Jersey
- Food Rescue US - South Florida
- Forgotten Harvest
- Fort Mill Care Center
- Golden Harvest Food Bank
- Good Neighbors Inc.
- Greater Pittsburgh Community Foodbank
- Harvesters - The Community Food Network
- Houston Food Bank
- New Hampshire Food Bank
- Northshore Food Bank
- Nourishing Hope
- NY Community Fridge
- Our Daily Bread Food Pantry
- PBC Food Bank
- Philabundance
- Project Bread
- Rhode Island Community Food Bank
- Salvation Army
- Second Harvest Food Bank of Central Florida
- Second Harvest Food Bank of Greater New Orleans and Acadiana
- Second Harvest Food Bank of Metrolina
- Second Harvest Food Bank of Northwest North Carolina
- Second Harvest of Coastal Georgia
- St Marys Food Bank
- The Nashville Food Project
- United Way - Buncombe County Long-Term Recovery Group
- Volunteer Health Clinic
- YWCA Knoxville and Tennessee Valley
- Zionsville Education Foundation

FORWARD-LOOKING STATEMENT

This Impact Update contains forward-looking statements, within the meaning of the Private Securities Litigation Reform Act of 1995, that reflect our current views with respect to, among other things, our operations and financial performance, growth, strategic goals, and supply chain, employee, and sustainability practices. Forward-looking statements include all statements that are not historical facts. These forward-looking statements relate to matters such as our industry, business strategy, goals, expectations concerning our market position, future operations, margins, profitability, capital expenditures, liquidity and capital resources, and other financial and operating information. These statements may include words such as “anticipate,” “assume,” “believe,” “continue,” “could,” “estimate,” “expect,” “intend,” “may,” “plan,” “potential,” “predict,” “project,” “future,” “will,” “seek,” “foreseeable,” “outlook,” the negative version of these words or similar terms and phrases.

The forward-looking statements included in this Impact Update are made only as of the date hereof. Any forward-looking statement made by us in this Impact Update speaks only as of the date of this Impact Update and is expressly qualified in their entirety by the cautionary statements included in this Impact Update. Factors or events that could cause our actual results to differ may emerge from time to time, and it is not possible for us to predict all of them. Please see the risk factors identified in our Annual Report on Form 10-K for the fiscal year ended December 28, 2025, and in other reports filed with the United States Securities and Exchange Commission, all of which are available on the investor relations page of our website at investor.cava.com.

You should not put undue reliance on any forward-looking statements. You should understand that many important factors, including those discussed herein, could cause our results to differ materially from those expressed or suggested in any forward-looking statement. Except as required by law, we do not undertake any obligation to update or revise these forward-looking statements to reflect new information or events or circumstances that occur after the date of this Impact Update.



CAVA