



**CAVA**

# **IMPACT REPORT**

**2025**



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# A LETTER FROM OUR CO-FOUNDER + CEO BRETT SCHULMAN



Each time I visit one of our restaurants, I'm struck by the same feeling: the extraordinary power of human connection over a shared meal. In these everyday moments — laughter between friends, a quick lunch after class, team members proudly serving our guests — I see the deeper meaning behind who we are. They remind me why we've built CAVA not just as a restaurant and food brand, but as a force for good. Our commitment to social impact stems from this belief in human connection and drives us to nurture more than just appetites, but also to care for our teams, the farmers who grow our food, and the communities and neighborhoods we serve. With every new restaurant we open, my passion for this important work as the category-defining Mediterranean brand grows and solidifies my belief that **business can and should be led with purpose.**

**Welcoming everyone to our table of high-quality, bold Mediterranean flavors is at the heart of what we do.**

Creating warm, inviting spaces where friends come together over their favorite bowls and our team members help new and returning guests build their meals with care, CAVA is an experience, not just a meal, and a place where everyone belongs. This is our Mediterranean Way — a philosophy that has guided us from the beginning and remains instrumental in why we open our doors to welcome our guests every day.

**Our mission to bring heart, health, and humanity to food and do it responsibly was core to our founders when they opened the first CAVA Mezze full-service restaurant back in 2006** and has guided our actions and decisions as

we've grown into the company we are today. From focusing on more responsible sourcing practices to looking for more ways to reduce our environmental footprint to empowering our team members and supporting the communities we serve, we are committed to creating a better future while maintaining our unique value proposition as the category-defining Mediterranean brand, where food is at the center of culture and connection.

When childhood friends and CAVA co-founders Ike Grigoropoulos, Chef Dimitri Moshovitis, and Ted Xenohristos came together to start their first restaurant, they cared deeply about paying homage to the Mediterranean traditions they grew up with, where food equals connection, where what's good for you tastes good too, and where there's room for everyone at their table. When I joined them in 2010 as co-founder, we built our fast-casual CAVA concept with those same values as our foundation and they continue to be core to every decision we make today.

Ike, Dimitri, and Ted watched their parents work tirelessly in a service industry that didn't support them as well as it could have. They were determined to create a space where team members were treated with respect and could build a career rather than merely find employment. This commitment to caring for their team members while also delivering high-quality food and genuine hospitality inspired CAVA's mission to bring hearth, health, and humanity to food.



HEART

**The issues that matter to us drive our focus on where we can effect the most change.** Since the beginning, CAVA has been committed to the growth of our team members. And it’s our team members who are helping us continually shape our actions and evolution in this area. Throughout the year, the executive leadership team and I regularly meet with team members to check-in, gain insights, and see how we can be more intentional about breaking down barriers and making changes to improve what it means to be part of the CAVA team. This is helping us create a fulfilling experience for our team members, our partners, and ultimately for our guests.

HEALTH

**We care deeply about the quality of our food, where it comes from, and how it’s created.** In fact, some of our ingredients come from the villages in Greece where our founders are from. We work with farmers who share our values such as sourcing proteins with no added hormones, and as certain suppliers come on board, we ask them to verify their sustainability and sourcing credentials, including animal welfare.

We focus on clean-label ingredients. The chickpeas we use to make our packaged CAVA hummus for example, are certified organic, and we also offer multiple fountain sodas that are made with Fair Trade Certified sugar. We also use seasonal promotions to drive awareness of our plant-based offerings. We firmly believe in relationships over transactions, partnering with diverse suppliers that share a common set of values, such as our delicious Kalamata olives from the southern Peloponnese region of Greece, and pitas made with sprouted grains. We don’t take shortcuts when it comes to sourcing and strive to source proteins that are antibiotic-free.

HUMANITY

**Three friends came together to start a restaurant because they shared the same values and passions as part of their community, and that core focus on building and sharing in their community carries forward today.**

Whenever we open a new CAVA restaurant, we celebrate by inviting our new neighbors for a free meal and we match donations guests make to local food banks or organizations, up to \$1,000.

It’s amazing to be at our new restaurants as they open and see the power of communities coming together at CAVA. We’ve always seen food as a force for good and have now raised more than \$400,000 to support organizations that improve food security and support restaurant workers.

As you read this report, my hope is that you are both inspired by the actions and steps we’ve been taking since the beginning to operate as a responsible and ethical company, and feel our deep commitment to continue to do more across the board.

From steering the growth and development of our team members, to how we sustainably operate each day in our communities around the country, the processes we have established to ensure our food is safe, and how we are committed to leaving the places we work better than we found them, we won’t stop short at doing what’s right. I hope you enjoy learning more about our efforts and the stories that surround these actions that have shaped our legacy.

Just as CAVA continues to grow, so will our impact. As we serve more guests who appreciate our bold, flavorful meals and spaces where people can feel seen, nourished, and connected, our commitment to doing the right thing for our people and planet continues.

Thank you for joining our table as we share our inaugural Impact Report. I am immensely proud of the steps we are taking to align our growth with our values, and the continuous progress we are committed to in creating a better future.



With gratitude,  
**Brett**





# WELCOME



Welcome to our table. Thank you for stopping by to read our first Impact Report. Come in and stay a while.

## TOPICS COVERED IN THIS SECTION

- ★ WHAT INSPIRES US: OUR STORY
- ★ OUR MISSION: HEART, HEALTH, AND HUMANITY



# WHAT INSPIRES US: OUR STORY

## What this report includes.

**We have big, bold aspirations, a desire to do good in the world, and to see that good grows as we grow. So we want to report on our progress, to tell you how we're doing, where we're succeeding, and where we have more work to do — as well as the commitments we've made and the goals we've set.**

In this report, our first, you'll not only read about who we are and what we believe, but why we do what we do, and how we do it. We'll tell you about the heart, health, and humanity that drives us, with details about what that means and the impact each has on our guests, our teams, our partners, and our communities. You'll meet some of our team members and suppliers we rely on every day. And, of course, you'll read about our delicious, health-forward Mediterranean-inspired food.

This report also highlights our progress and commitments related to creating a stronger food system. Covering key initiatives from the past year, it showcases our efforts in responsible sourcing, resource management, carbon footprint measurement, community engagement, and much more. It also provides an assessment of our impact, supported by data, stories, and insights that reflect our commitment to continuous improvement. As we look ahead, we remain dedicated to fostering innovation, collaborating with stakeholders, and setting ambitious goals that align with our determination to serve food that's good for people and the planet.

**How we came to be can tell you everything about where we are today — and where we're going.**

Childhood friends Ike Grigoropoulos, Dimitri Moshovitis, and Ted Xenohristos were raised with big Sunday lunches, typically full of slow-roasted lamb, lemony potatoes, lots of olives, and bowls of tzatziki. Thanks to growing up as sons of first-generation immigrants who always made room at the table for all their family and friends, food and hospitality have always been core to their lives and central to the people they became.

In fact, as adults, they were driven to pay homage to those Mediterranean traditions, where food equals connection and what's good for you can also taste good too. So, along with co-founder Brett Schulman, they founded CAVA in 2010 and opened the first restaurant in 2011 to share the food they loved in an accessible, fast-casual format. Combining food, hospitality, and a genuine appreciation for their team became the foundations that allowed their vision to bloom and the CAVA mission of bringing heart, health, and humanity to food to take root.

We were, we are, and we will always be grounded in the Mediterranean way of life our co-founders experienced, where food is at the center of caring, culture, and connection.



# OUR MISSION: HEART, HEALTH, AND HUMANITY

We believe delicious, healthful food not only satisfies our appetites, but connects us to one another and the beautiful, diverse world we share. It fuels us forward and helps create inclusive communities that, in turn, can change the world.

## WE BELIEVE IN

- **Serving delicious food** that helps more people eat well and live well.
- **Taking care of the people and things that feed us:** the earth, farmers, purveyors and team members.
- **Food as a unifier**, for a more inclusive world.

Everything we do for our guests, our teams, and our communities is grounded in this spirit of generosity.

We know, that's a lot to ask, a lot to expect, and a lot to bring to life. Yet we see it happening every day in our restaurants across the country.

We see our guests coming together to share a meal with one another — and share their lives. We offer them a unique experience where taste and health unite. We see our team members devoted to building their careers with us because they know we believe in them, empower them, and support them. We see our suppliers, vendors, and grower and rancher partners offering products and services that reflect our values, beliefs, and aspirations.

And we see our own commitment to all of these people deepen every day, driving us to continue on a journey forward to make a meaningful impact where and when we can on issues that matter to us — and to them.

Everyone is welcome at our table.

## CAVA IN 2024

367

RESTAURANTS IN  
25 STATES AND  
WASHINGTON D.C.

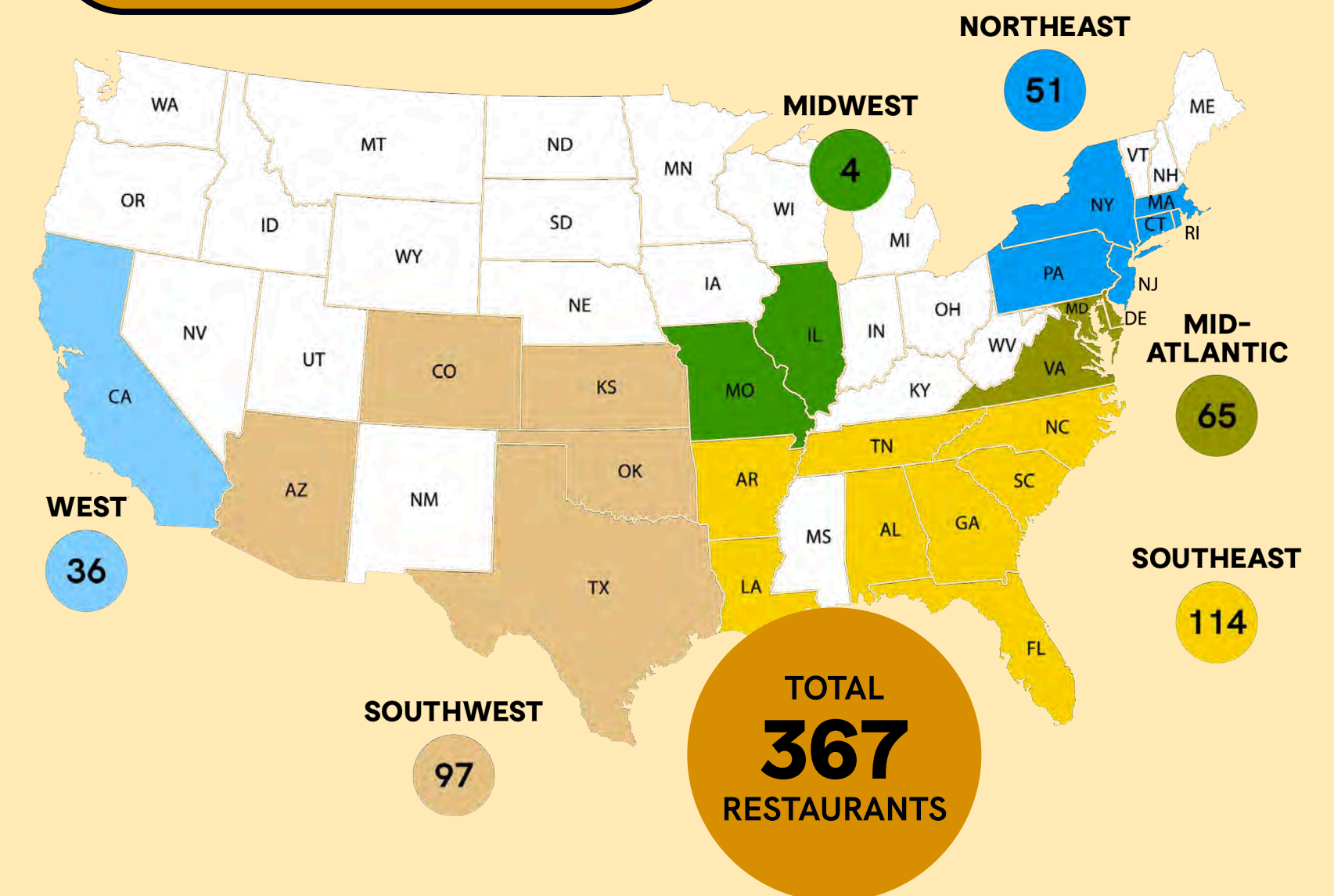
58

NET NEW CAVA  
RESTAURANT  
OPENINGS

10,000+

TEAM MEMBERS

## OUR MARKETS



For more information, please reach out to [sustainability@cava.com](mailto:sustainability@cava.com).

Graphs, tables and data presented in this report represent CAVA's 2024 fiscal year January 1, 2024 - December 29, 2024, unless otherwise noted.



# HEART



We nurture team members, creating space for them to thrive, grow, and build a future with us.

## TOPICS COVERED IN THIS SECTION

- ✦ GROWING TOGETHER: HOW WE INVEST IN OUR PEOPLE
- ✦ TAKING CARE OF OUR TEAM: PAY, BENEFITS, AND BEYOND
- ✦ A SEAT AT OUR TABLE: BUILDING A CULTURE WHERE EVERYONE CAN THRIVE



At CAVA, we believe in the power of human connection. It is at the **HEART** of everything we do — for our guests, for our team members, and for the communities where we work and live. Inspired by Mediterranean culture and its ethos of kindness, generosity, and belonging, we welcome everyone to our table and strive to treat everyone as if they are guests in our own home. Human connection is core to who we are, what we believe, and critical to what we want to achieve as a growing restaurant and food brand.

Human connection is ever present at CAVA. It is core to **our mission** to bring heart, health, and humanity to food, people, and communities. It's reflected in **our values**. And it's built into the **human-centered benefits, rewards, and experiences** we provide our team members. We want every team member to feel valued, cared for, understood, and empowered every day to learn, thrive, and grow with us.

A great guest experience begins with a great team. We are committed to building a workplace that is not just about employment but also about growth, leadership, and long-term career development. We are investing in our teams at every level, creating a pipeline for future leaders, and fostering a culture of accountability and growth with tools that empower our people to succeed.

The truth is, as children, our co-founders Ted, Ike, and Dimitri watched their parents work in a service industry that didn't support them as well as it could — or should — have. When they came together to launch CAVA, they were determined to create a better path forward for their team members.

As CAVA has grown, so too has our commitment to our team members, and we designed our employee experience and value proposition around the Gartner Human Deal Framework, an employee value proposition which emphasizes treating employees not just as workers, but as human beings with specific needs centered in:

- **Deeper connections to encourage team members to be themselves**
- **Radical flexibility to give them the choice of how they work to reach their goals**
- **Personal growth and the resources they need to build meaningful and fulfilling lives**
- **Holistic wellbeing and the benefits that allow them to maintain and improve their physical, mental, and emotional health**
- **Shared purpose to ensure they know they are integral to our success and growth as a values and mission-driven organization**

“

Our commitment to our people is aligned with our mission and guided by our values. We believe the only way to bring heart, health, and humanity to food is to bring heart, health, and humanity to our team members. CAVA is a place where you can have more than a job. You can build a career here. Our programs are designed to invest in people for the long term and foster a culture of accountability and growth.

— **Kelly Costanza**, Chief People Officer





Our values drive us to constantly and consistently live our mission to bring heart, health, and humanity to food, to people, and to communities.

#### **GENEROSITY FIRST, ALWAYS**

We lead with kindness. Our best work happens when we act in service of others.

#### **CONSTANT CURIOSITY**

We are eager to learn, grow, and explore beyond the obvious.

#### **ACT WITH AGILITY**

We welcome change; it's the only constant. We embrace, adjust, adapt.

#### **PASSION FOR POSITIVITY**

We greet each day with warmth and possibility.

#### **COLLECTIVE AMBITION**

We have high aspirations that are achieved when we work together with a shared purpose.

# GROWING TOGETHER: HOW WE INVEST IN OUR PEOPLE

Our team members are our future. So, we invest in them and their future with development programs and initiatives so they can become the best version of themselves possible, while learning on-the-job skills and leadership competencies.

CAVA PROUDLY CELEBRATED THE  
ADVANCEMENT OR PROMOTION OF  
MORE THAN

# 100

RESTAURANT TEAM MEMBERS IN 2024  
TO GREATER LEADERSHIP POSITIONS,  
SUCH AS GENERAL MANAGERS IN  
TRAINING, GENERAL MANAGERS AND  
AREA LEADERS

## EQUIPPING TEAM MEMBERS TO BECOME TEAM LEADERS

Our team members who work in our restaurants are the face to our guests. We help them do their jobs today but also prepare them with training and development opportunities for new roles and responsibilities as they grow and build their careers with us. All new team members receive up to four days of onboarding tied to our mission, values, and competencies, while new managers receive five to 10 weeks of immersive onboarding focused on operational skills and restaurant training. Team members have access to **CAVAYou**, our digital training platform, which offers on-demand, role-specific content for ongoing learning in areas including food safety, leadership, and functional skills.

We also offer promotional track training for team members to become General Managers. Core elements of this training include:

- **CAVA Competency Champion Training**  
In this program we certify area leaders and general managers as Competency Champions that focus on three key areas:
  - **Trained Facilitators:** leading monthly competency development workshops to their local areas of restaurants
  - **CAVA Competency Experts:** helping other managers in their area reinforce the behaviors we expect in support of our values
  - **Passionate People Developers:** using CAVA competency focus areas to develop leaders in their restaurants
- In 2024, we certified 50 Competency Champions with over 3,200 participants in 150 workshops across the country.





# Meet Dani

Her CAVA journey began when she joined us a grill cook — but that was just the beginning. She soon transferred to another role and then earned her first promotion to shift leader. At the same time, she became a key figure in our new restaurant openings, helping launch CAVA locations across North Carolina. Promoted to General Manager In Training, Dani moved to Atlanta and continued to play a critical role in new restaurant openings — 14 in all — and soon was promoted again to a full CAVA General Manager and Academy GM participant. Dani embodies our train-the-trainer spirit. She helped one of her grill cooks grow into a leader, and today, that team member now manages the very restaurant where Dani’s CAVA journey began. It’s a full-circle moment that speaks to the kind of leader Dani is — one who lifts others as she climbs.

## SHARING LEADERSHIP SKILLS: ACADEMY GENERAL MANAGERS

We want everyone at CAVA to feel they can continue to acquire new skills and move ahead with new roles. We offer an innovative “train-the-trainer” program led by some of our Academy General Managers (GMs) — highly trained leaders who have achieved strong operational and financial results at their restaurants — to equip internal leaders to coach others and, in turn, create a self-sustaining pipeline. We also provide cross-training and role rotation to build bench strength, support flexibility, and promote career mobility by developing fluency across a variety of roles. They have gone through rigorous internal training and obtain certification to ensure they continue to execute at the highest level and help others reach their potential as well.

In addition to their everyday GM responsibilities, our Academy GMs have a wide set of responsibilities, including:

- Lead training programs and help mentor new external General Managers and Area Leaders
- Contribute to the successful opening of new CAVA restaurants through training and operational support
- Support enterprise-wide roll outs by leading area-level training (like new menu items, new deployment tools, etc.)
- Develop an inclusive, competency-driven team that operates to CAVA’s Standards

Their influence extends beyond their own restaurants — developing people, strengthening operations, and helping grow the next generation of CAVA leaders.

## DEVELOPING HIGH-PERFORMING TEAMS (HPT)

With off-site training and development throughout the year, our HPT program is designed to invest in CAVA team members and upskill their behaviors and capabilities. It’s specifically designed for current leaders and offers off-site in-person training, executive coaching, 360 surveys, personality assessment tools, and digital learning. Our HPT program focuses on building trust, creating commitments, developing improved ways of working, strengthening relationships, and so much more. We are encouraging our leaders to think at a higher level and focus on the goals of the enterprise, not just their function. The HPT program at CAVA is one of our most unique and purpose-driven programs that impacts our success. We work as a team and this program brings to life the best practices of highly successful teams.

## MAKING IT REAL FOR OUR TEAMS

Our **Partners in Service** program was created with the intention that we all work together to make CAVA successful. We call it having an enterprise mindset. In order to help others understand what each of us brings to the table, we have created two programs that bring that philosophy to life. The first is our **Shoulder-to-Shoulder** program. Our Support Center team members are asked to work at their local CAVA restaurant with restaurant team members each quarter. The program allows our teams to strengthen their knowledge of the day-to-day experience in our restaurants, and to take back insights to improve, streamline, and make things easier for our restaurant team members, while staying focused on our value of **collective ambition** and enhancing our **enterprise mindset**. The second program that builds empathy and allows us to celebrate the success of others is our **Centering at the Source** program. Through Centering at the Source, we recognize top performing restaurant team members, have them visit our Support Center, meet with the leadership team, and showcase best practices and tools that are working across our CAVA system. This allows us to create a stronger experience for our team members, and ultimately, our guests.

## ENSURING TEAM MEMBER AND GUEST SAFETY THROUGH SAFETY TRAINING

Staying safe on the job is everyone’s responsibility at CAVA. Our required safety training for our restaurant and manufacturing team members ensure that they and our guests stay safe.

### OCCUPATIONAL SAFETY AND HEALTH TRAINING

We provide training on a range of restaurant-specific topics and skills, including knife handling, safe lifting, and heat illness prevention. Our operations team also hosts monthly safety huddles, and our risk management team assists with internal OSHA reviews and targeted prevention trainings as needed.

### RESTAURANT SAFETY TRAINING

We provide an Emergency Procedure Guide focused on responding to safety and emergency situations, along with training on key safety and security topics such as fire prevention and suppression and workplace violence prevention.

### SAFETY INCIDENT INTAKE, INVESTIGATION, AND CORRECTIVE ACTION TRAINING

We provide training on incident reporting and risk management protocols. Each month, we review and analyze all reported incidents to identify trends and address specific safety concerns.



# TAKING CARE OF OUR TEAM: PAY, BENEFITS, AND BEYOND

Our team members who are on the frontlines in our restaurants every day, preparing fresh meals, engaging with our guests, and ensuring the safety and cleanliness of our locations are our true heart and soul. From the very beginning, our founders were focused on ensuring that we offered fair and competitive compensation. So, we invest in them with compensation and benefits programs because we know they invest in us — with their time, their dedication, and their hopes and dreams.

## WHEN TIMES GET TOUGH: CAVA GOODNESS FUND

The CAVA Goodness Fund offers direct financial assistance to team members experiencing unexpected hardship, including family emergencies, natural disasters, and other unplanned emergency expenses. Entirely financed through voluntary contributions from fellow CAVA team members, the Goodness Fund reinforces the culture of care and community that defines our workplace. Any CAVA team member can apply confidentially for support through a straightforward application process designed to provide timely and meaningful relief when it's needed most.



Our Asheville restaurant recently reopened after closing in September 2024 due to Hurricane Helene.

Eligible team members have access to a wide variety of benefits and rewards, such as:

### PROTECTING HEALTH AND WELL-BEING

- Health insurance and medical benefits
- Dental insurance
- Vision insurance
- Telemedicine
- Mental health resources

### BUILDING A SECURE FUTURE

- Bonus program (for eligible employees)
- 401(K) plan (with matching)
- Employee stock purchase plan
- Early-wage access
- Commuter benefits

### ENCOURAGING EDUCATION AND PROFESSIONAL GROWTH

- Tuition discounts (25% discount on out-of-state tuition for all undergraduate and standard graduate programs at the University of Maryland Global Campus )

### SUPPORTING FAMILIES & WELL BEING

- Employee assistance program for counseling and various resources
- Paid parental and bereavement leave
- Legal insurance
- Identity-theft protection
- Pet Insurance

### OFFERING MENTAL HEALTH BENEFITS

- We know that providing opportunities for our employees and their families to protect and improve their mental health is as important as those for their physical health. Our mental health benefits include a wide range of resources to ensure that when our team members reach out for help, there's someone on the other end to welcome them.

### AND, OF COURSE, SHARING...

- Our food! (free meals during working hours and discounted meals outside of working hours)



# A SEAT AT OUR TABLE: BUILDING A CULTURE WHERE EVERYONE CAN THRIVE

We are a strong and creative team in part due to the diversity of beliefs, life experiences, and perspectives from both our teams and guests. In fact, being inclusive makes us a more positive force for good in our neighborhoods, our communities, and our world.

We are committed to providing a respectful work environment free of harassment, discrimination, and retaliation on the basis of any protected classes or characteristics in accordance with applicable Federal, state, and local laws. We have a policy in place that more specifically defines and addresses these issues.

## MOVING AHEAD WITH ALLIES IN MOTION (AIM)

Our team member resource group, AIM, is our allyship-and-inclusion employee organization. It gives team members an opportunity to speak candidly about their experiences in life and to learn how to become active allies for one another. Every month team members volunteer to speak about their own journey at our company meetings to offer our team members new and thought-provoking perspectives on topics such as women’s history, disability, religious differences, family traditions and structures, heritage, and other cultural celebrations. In addition we offer guest speakers or plan events to highlight each topic.

AIM is more than a program, though; it’s an ethos that allows us to share, learn, and grow together. We acknowledge what makes each of us unique and celebrate those differences by coming together as one allied front that makes CAVA a more inclusive and welcoming place to build a career.

In 2024, AIM hosted 38 events focused on a variety of topics to increase allyship and empathetic listening, while also acknowledging and celebrating inclusivity. Just as we welcome everyone to our table, we welcome everyone who joins our team.

## MEASURING TEAM MEMBER ENGAGEMENT

Our team members have shown they believe in our mission and want to be part of it. We know, because our Employee Net Promotor Score (eNPS) — which measure alignment and clarity regarding the level of employee engagement across four dimensions — is above 50, an industry benchmark that reflects high levels of engagement by our teams.



## Creating Allyship

TOPICS WE CELEBRATE THROUGH OUR AIM PROGRAMMING:

- Intersectional Allyship & Belonging
- Black Cultural History
- Women’s History
- Recognition of Religious Differences
- Asian & Pacific Islander Heritage
- LGBTQ+ Inclusion
- Disability Inclusion and Accessibility
- Generational Characterization
- Immigrants and Refugees
- Hispanic and Latino Heritage
- Mental Health and Substance Abuse Awareness
- Supporting Military Families
- Native American Heritage
- Family Traditions and Structures



# HEALTH



We offer our guests bold, flavorful Mediterranean food, crafted with care.

## TOPICS COVERED IN THIS SECTION

- ★ INNOVATION YOU CAN TASTE: CRAFTING SUSTAINABLE FLAVOR
- ★ PARTNERING WITH PURPOSE: OUR FARMERS AND SUPPLIERS
- ★ SERVING GOOD, DOING GOOD: OUR PATH TO BETTER SUSTAINABILITY
- ★ KEEPING IT SAFE: OUR COMMITMENT TO FOOD SAFETY



At CAVA, our definition of **HEALTH** is inspired by Mediterranean culture, where serving wholesome and delicious meals is as much about the ingredients used to prepare them as it is about the genuine human connection food creates and sustains between people.

In keeping with the Mediterranean way, our intentional philosophy on health and food extends to:

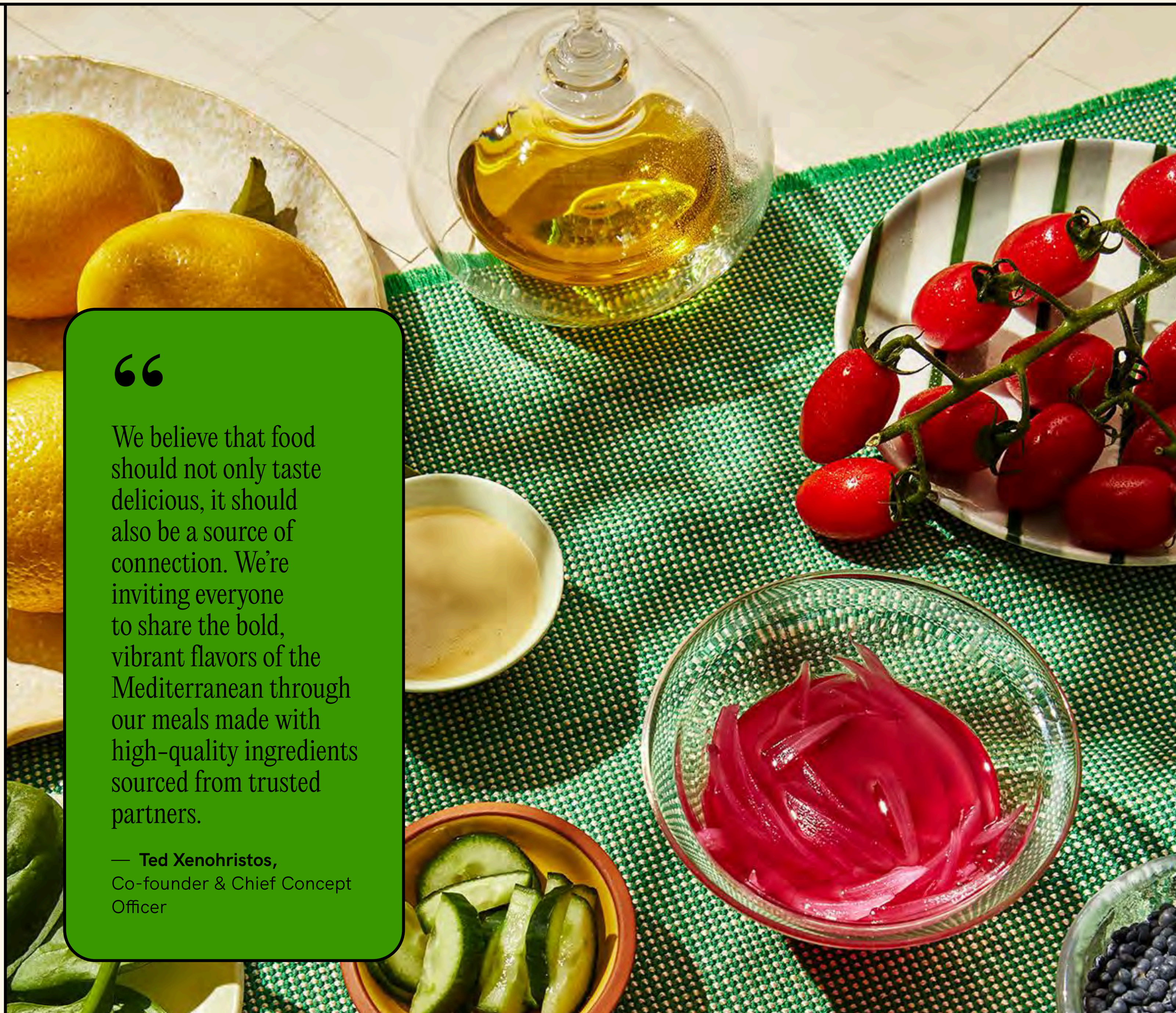
- The relationships we have with our farmers, suppliers, and vendors to ensure the quality of our food
- The sourcing and safety standards of our food and packaging and food-serve ware we use
- How our food and our operations impact the environment

We strive every day to ensure our plant- and health-forward menu is as satisfying for our guests as it is mindful of the planet we share. We want our guests to know that every meal they enjoy at CAVA — whether in our restaurants or around their kitchen table — has been thoughtfully and intentionally created.

“

We believe that food should not only taste delicious, it should also be a source of connection. We're inviting everyone to share the bold, vibrant flavors of the Mediterranean through our meals made with high-quality ingredients sourced from trusted partners.

— Ted Xenohristos,  
Co-founder & Chief Concept  
Officer





# INNOVATION YOU CAN TASTE: CRAFTING SUSTAINABLE FLAVOR

## OUR CULINARY AND SOURCING STANDARDS REFLECT OUR VALUES

We serve bold Mediterranean-inspired foods that highlight the quality of the ingredients we use. From our roasted veggies to our lemon herb tahini to our hot harissa pita chips, our menu offerings are thoughtfully created by our innovative culinary team and the high standards to which it adheres. Our standards incorporate our Mediterranean concept, culinary philosophy, industry insights, and social impact ethos. They inspire us to develop recipes that:

Meet our rigorous food-safety requirements

Offer guests a range of common dietary choices including vegetarian, flexitarian, vegan-sensitive, and gluten-sensitive

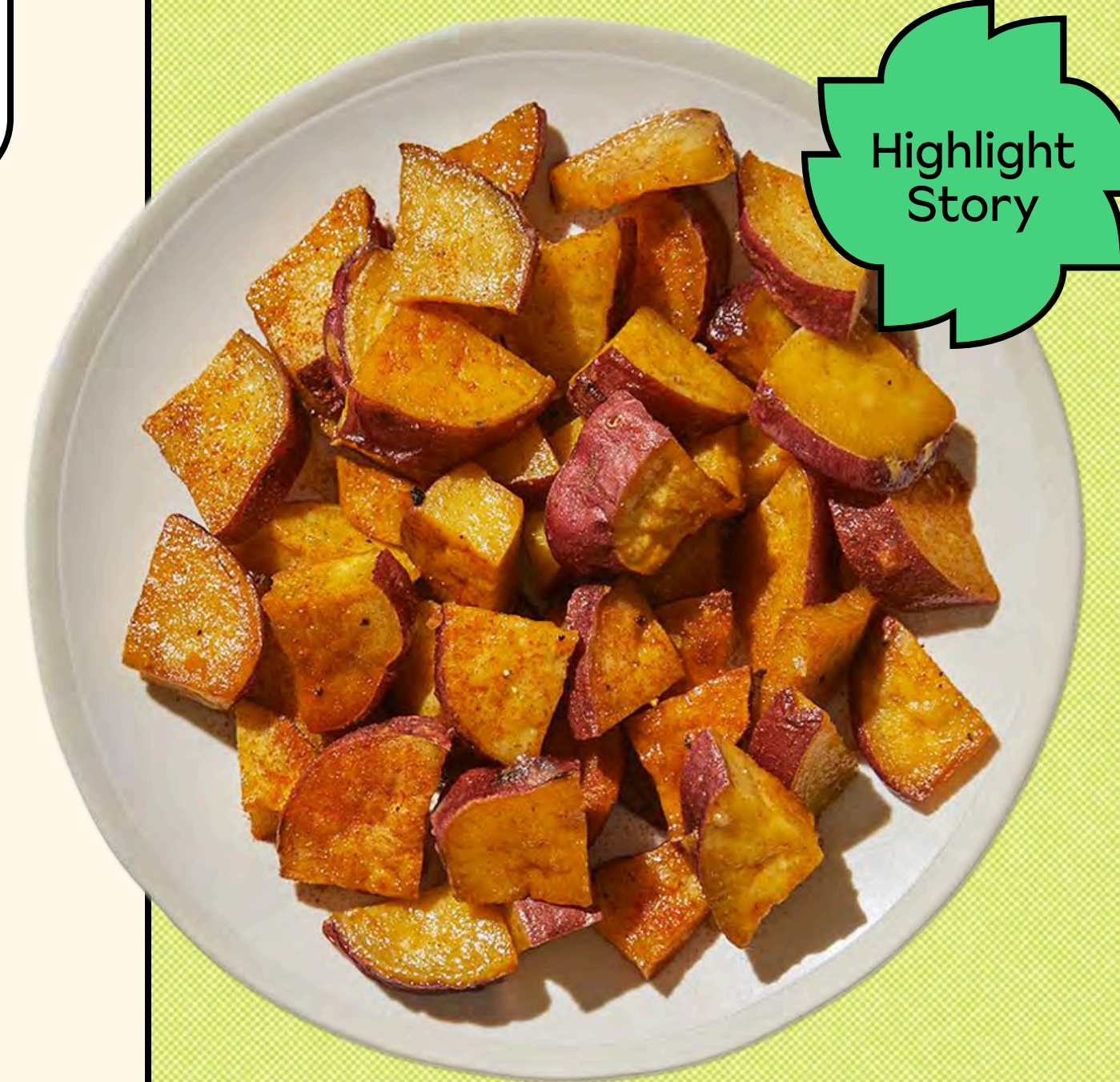
Reinforce freshness and restaurant quality

Find ways to upcycle and cross-utilize ingredients

Use ingredients that express the bold flavors and spices of the Mediterranean

## CHICKPEAS AND AQUAFABA: THE “WHOLE” STORY

When we drain our chickpeas to use them in our fresh falafel, the liquid left behind is called aquafaba (from the Latin, aqua meaning “water” and faba meaning “bean”). It would be easy to throw out. But that would be a waste – literally, because it’s not just bean water. In fact, aquafaba acts as an emulsifier, mimicking eggs and oil to add creaminess and texture to food. So, we reduce waste by repurposing it as an ingredient in our garlic dressing, which has become our most popular. Using aquafaba not only means the dressing is gluten-free and vegan, but we thoughtfully work to ‘upcycle ingredients’ and minimize waste.



Highlight Story

## Our roasted white sweet potatoes are fluffy and delicious.

They perfectly reflect our Mediterranean-inspired food ethos — a best-selling favorite of our guests that we offer seasonally, white sweet potatoes’ carbon footprint is significantly lower than it is for certain animal-based foods like red meat. In fact, growing sweet potatoes generally produces on average 97% lower greenhouse gas emissions than producing beef & 72% lower than producing chicken using average emissions data. More detail on the methodology used to calculate average food product emissions can be found [here](#). The white sweet potato is just one of over 20 plant-based foods typically found on our menu.



# PARTNERING WITH PURPOSE: OUR FARMERS AND SUPPLIERS

Our commitment to building long-lasting, trusted relationships with our suppliers began on day one and has deepened every day since. Our farmers and growers, suppliers, and vendor partners all contribute to a healthy supply chain that maintains the integrity of the foods we prepare and serve.

## OUR SUPPLIER RELATIONSHIPS ARE KEY TO RESPONSIBLE SOURCING

When we say our suppliers are our partners, we mean it. We collaborate with them to improve their own operations and businesses, to ensure they produce high quality foods and packaging, and to find ways to reduce waste and increase efficiency, all while mindfully managing natural resources. For example, partnering with our bag suppliers on our sustainable packaging initiative allowed us to create a carry out bag made from a combination of recycled and Forest Stewardship Counsel (FSC) certified responsibly sourced paper.

Across our suppliers, we source a wide variety of fair trade, antibiotic-free, halal-certified, and non-GMO ingredients. We've invested in vertically integrated manufacturing capabilities and built a robust supply chain with more than 50 trusted grower, rancher, and producer partners. These include Damascus Bakeries, who make our soft, flavorful pitas filled with seven sprouted grains, and Manoli Canoli, our olive and olive oil producer from Sparta, Greece — the same town where our co-founder's family is from.

## SUPPLIER AND VENDOR CODE OF CONDUCT

This year, we are implementing our Supplier and Vendor Code of Conduct, which requires suppliers and vendors to hold themselves to standards that promote our mission of bringing heart, health, and humanity to food. The Code prohibits our suppliers and vendors from engaging in activities such as child labor, forced labor, bribery and corruption, and financial fraud. In keeping with these

expectations, the Code promotes transparency from our suppliers, such as requiring them to notify us of any potential conflicts of interests. The Code also requires our suppliers and vendors to comply with applicable environment protection, sustainability, and animal welfare laws. To that end, suppliers and vendors must commit to using good faith efforts to track their environmental performance in order to

be able to make improvements over time. We expect all of our partners to recognize and respect the human rights and dignity of all, and we expressly prohibit our suppliers and vendors from engaging in discrimination of any kind on the basis of sex, race, color, national origin, religion, sexual orientation, gender identity, physical disability, mental disability, age, veteran status, or any other protected characteristic.



Supplier  
spotlight

## Timeless Seeds

Our lentils may be tiny, but they have a big origin story. Timeless Seeds, the collective of family farms in Montana that produces CAVA's black beluga lentils used in our grain bowls and other meals, was founded by four farmers in 1987. Instead of growing wheat, these farm owners had a revolutionary idea to farm legumes, which self-fertilize and naturally return nitrogen to the soil. With a commitment to sustainable agriculture, they are changing both the physical and cultural landscapes of Montana.



## RAISED RESPONSIBLY: OUR COMMITMENT TO ANIMAL WELFARE

At CAVA, we believe good food begins with good values — and that includes treating animals with care and respect.

We implement the following standards for animal welfare with our protein suppliers:

- No rBST for dairy
- No added hormones for beef and lamb\*
- No antibiotics ever (NAE) for beef and chicken

We continue to work closely with our suppliers and animal welfare experts to evaluate the conditions in which animals are raised, and ensure they meet our standards. Our focus areas for continuous improvements include:

- Living environments
- Humane transportation and processing methods
- Transparent reporting

We know progress takes partnership and persistence. By supporting higher standards, our goal is to build a food system that’s better for animals — and better for all of us. Please see our [website](#) for more information and progress updates.

\* Chicken by law cannot be raised with added hormones.

## OUR SUSTAINABLE PACKAGING BRINGS IT ALL HOME

At CAVA, the “story” of our packaging — where it’s manufactured, how it’s manufactured, and with what it is manufactured — is as important to us as where our food comes from, how it’s grown or prepared, and with what ingredients.

- We use a number of items in our restaurants that are **industrially compostable, home compostable, and recyclable**, and are looking for ways to do more.
- We are exploring the opportunity to transition our cutlery to a **compostable or marine degradable** product.
- **We prohibit our suppliers of relevant packaging material from intentionally adding PFAS**, a type of chemicals often used to enhance grease- and water-resistance, to our guest-facing packaging.
- We offer **for-here, non-disposable packaging** at all of our restaurants for guests that wish to dine-in.
- We’re committed to **reducing plastic waste** through our partnership with Open Water, whose bottles are made from recyclable aluminum — a more sustainable alternative to plastic that’s refillable, resealable, and more likely to be recycled.
- We seek to **design our packaging to provide a great guest experience** and strong brand story, working to reduce resource use and waste where we can.



People  
use a lot  
of straws.

That's why in 2024 we introduced new straws in our restaurants in partnership with STRAWFISH, an innovative company which has developed a manufacturing process that uses upcycled materials to make our straws. By choosing not to use conventional plastic straws, we are finding innovative ways to provide our guests with a high-quality straw that's not soggy and doesn't crack.



# SERVING GOOD, DOING GOOD: OUR PATH TO BETTER SUSTAINABILITY



**Taking responsibility:**  
We are committed  
to leaving the places  
we work better than  
when we found them.

Protecting the environment through our actions isn't only a strategy to us, it's core to our ability to thrive as a mission-driven business; to our team members, who want to be a part of something bigger than themselves; and to our guests for the future of the world we all call home.



## VERONA MANUFACTURING FACILITY

We’re restoring land to a more native state helping to improve biodiversity and protecting water quality — and living our Mediterranean-inspired ethos that includes respect for the earth and one another.

We want to grow, but we are determined to do it sustainably, to ensure our internal operations continue to reflect our values and mission externally. There’s no better example of this than our new state-of-the-art manufacturing facility in Verona, VA, in the heart of Virginia’s Shenandoah Valley, where we’ve undertaken a multi-year native Piedmont Savannah Habitat restoration project to rejuvenate the land that surrounds it. We are returning the natural plant biodiversity to the 5 acres surrounding the facility and restoring the regional plant and animal habitat.

# How our Savannah Restoration Project benefits people, animals, the local habitat — and even insects.

### SPRING 2024 SAW THIS PROJECT BEGIN, WHEN WE BEGAN PLANTING FOUNDATIONAL SPECIES OF TREES AND SHRUBS

In 2024, we prepared planting zones; we planted 25 semi-mature keystone oak trees and over 1,200 shrubs, adding 12 colonizing varieties to the landscape. Over the winter months, we readied the meadow soils for seeding. In early 2025, we seeded 25 to 30 additional varieties of grasses, wildflowers, and legumes surrounding the pioneer trees and shrubs.

### WHAT’S TO COME: WHEN COMPLETED AND MATURED, OUR RESTORED LANDSCAPE WILL SUPPORT

- A diversity of birds, pollinators, beneficial insects, plants and animals
- Nature trails and winding paths
- A valuable space for mental recharge
- A hands-on environment for teaching future generations how to better care for our natural environment

#### PROTECTS

the environment we manage

#### MAINTAINS

healthy ecosystems

#### BOOSTS

plant and animal biodiversity

#### FILTERS

pollutants, nutrients, and sediment

#### IMPROVES

water quality for humans and wildlife

#### CREATES

a habitat for local and migratory birds

#### CONNECTS

people to the land and their community

#### PROVIDES

food and shelter for birds and insects

#### SUPPORTS

jobs and the local community

#### STORES

carbon in soils and vegetation



## OPTIMIZING ENERGY USE

We are committed to managing energy consumption to help conserve natural resources.

To make a larger and more lasting push to manage energy consumption, we’re adding LED lighting in our new build restaurants, and many of our restaurants have lighting control systems. Additionally, we’ve installed electric vehicle charging stations at our new Verona, VA, facility.

We also launched our first-ever energy management system pilot where we are collecting data on our energy usage through remote monitoring of HVAC systems and walk-in coolers in 20 of our restaurants in different geographies and climates. We will use that data to unlock insights into how we can better manage and, critically, implement new, higher-impact efforts to reduce our energy consumption as we continue to grow our restaurant footprint. One of the key components we will explore to reduce energy usage as part of this pilot is HVAC controls that enforce our standards for set-points and ensure we aren’t performing unnecessary cooling and heating during off-hours.

## RETHINKING WASTE

We are committed to waste management across our restaurant operations.

We will put that commitment into practice by starting a process to revamp and upgrade composting and recycling services.

To modernize and enhance how we approach waste and its impact on the environment, we are partnering with Rubicon, a leading waste management organization that helps companies like ours deal with waste in ways that we expect can help us build a more eco-friendly and sustainable business. We are exploring ways to consolidate waste, recycling, composting, and used cooking oil removal in select restaurants; design and implement a landfill diversion program; and determine where trash levels can be reduced and recycling can be added across our operations.

Additionally, we have redesigned and are piloting our new guest-facing waste station. The new design is modular and can provide the flexibility to offer trash, recycling, and compost containers all in one as needed, based on the local services accessible.





OUR FOCUS ON CLIMATE

We believe that measuring and mitigating our greenhouse gas emissions is more than a corporate responsibility; it’s an obligation we have to our shared future on this planet. We will continue to focus on driving energy efficiency and implementing new carbon-reduction strategies.

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 primary data for refrigerant usage is not available, an assumed leakage rate is applied. Emissions factors are from a variety of sources including the US EPA and the IPCC. 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.

SCOPE 3

Scope 3 includes all other direct GHG emissions that occur across our organization, such as transportation and distribution, waste disposal, and processing and packaging of products before they reach the restaurant.

We plan to measure our first Scope 3 carbon footprint in 2026

FY24 Scope 1 & 2 Results

(Unit: Metric Tons Carbon Dioxide Equivalent, MT CO<sub>2</sub>e)

Electricity & Natural Gas are the primary drivers of our Scope 1 & 2 emissions

SCOPE 1

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

10,860

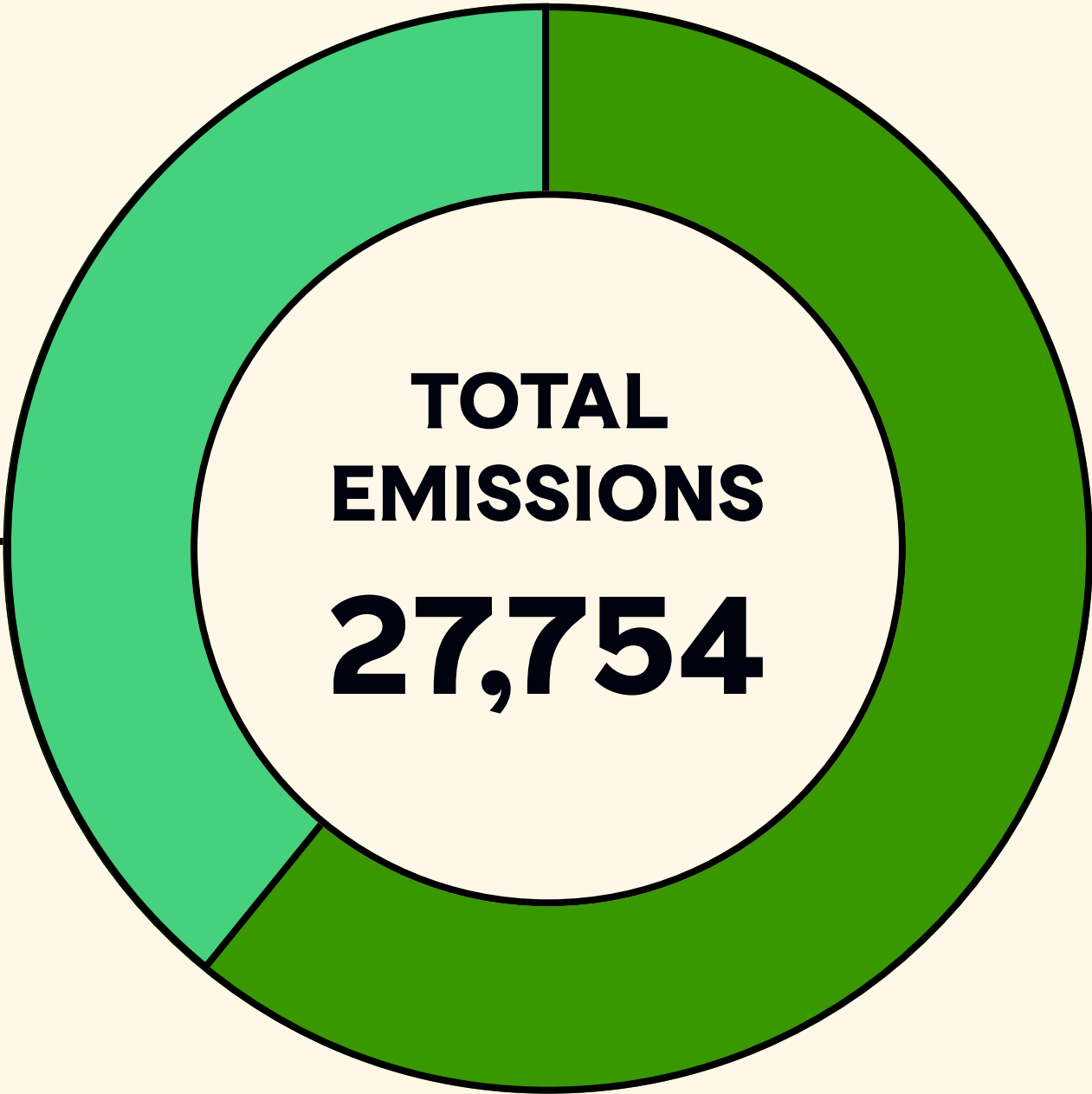
10,221	Natural Gas
366	Refrigerants & CO <sub>2</sub>
273	Gasoline & Diesel

SCOPE 2

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

16,894

Electricity (Restaurants)	16,761
Electricity (Other)	133



RENEWABLE ENERGY

We are beginning to ramp up renewable electricity in our operations, with 20 of our Virginia restaurants, already 100% powered by it. Purchasing renewable electricity is among our strategies to manage our Scope 2 emissions, and one we believe will become a larger part of our restaurant operations in the years ahead.



# KEEPING IT SAFE: OUR COMMITMENT TO FOOD SAFETY

As a restaurant and food company with 367 restaurants at the end of 2024 serving thousands of meals a day, food safety is paramount in our operations: how food is produced, delivered, stored, prepared, and served. Each component is subject to our high standards, and we are unwavering in our focus to ensure they are adhered to and maintained, while also focusing on innovation and continuous improvement.

## FOOD SAFETY AND QUALITY ASSURANCE (FSQA)

Our dedicated food safety and quality assurance team (FSQA) monitors our food safety programs and protocols and is responsible for ensuring our vendors and suppliers, our restaurants, restaurant team members, and our production facilities operate in compliance with our food safety standards and federal and state legal requirements.

## THIRD-PARTY AUDITING

- Our third-party auditing services regularly monitor **restaurant performance** through quarterly unannounced and announced food-safety assessments with program standards that are designed to meet the requirements of local health departments. Our FSQA and Operations teams review and evaluate the results of those inspections and coordinate responses and remediation where appropriate.
- We maintain third-party certifications for our **production facilities**. Our factories in Laurel, MD, and Verona, VA, hold a variety of third-party certifications, a standard of excellence maintained by a committed team that operates and produces CAVA's consumer packaged goods (CPG) line of foods and the dips and spreads used in our restaurants.
- We require **suppliers** to adhere to our supplier food safety and quality standards guidelines and manual, which outlines our minimum standards and our requirements for them to submit acceptable third-party audit results and certification. In addition, we review the safety and quality records of new suppliers as part of their onboarding. We also perform periodic supplier-site visits for key suppliers to verify that the ingredients we source are consistent with our specifications. Lastly, we require GFSI certification for many of our key supplier and manufacturer partners.





## CROSS-FUNCTIONAL COLLABORATION

Our approach to food safety is interdepartmental, with our FSQA, supply chain, culinary, and operations teams all working together to implement our standards for food safety, restaurant cleanliness, and employee health protocols.

## TRAINING AND ACCOUNTABILITY

In addition to the initial job training and onboarding our team members receive, we conduct periodic food safety training modules that all restaurant and manufacturing team members are expected to complete. To align incentives and increase accountability across our company, adherence to food safety standards at restaurants is taken into account in determining the compensation of our General Managers and Academy General Managers.

## HIGH-PRESSURE PROCESSING (HPP)

We’ve introduced a state-of-the-art High-Pressure Processing system, also known as HPP or cold pasteurization, in our new Verona, VA, facility. HPP’s benefits include reducing foodborne pathogens and food spoilage organisms to a safe level, preserving quality and freshness, and contributing to sustainability by reducing spoilage-induced food waste.

## Food Safety Council

This year we supercharged our food safety oversight by instituting our Food Safety Council, composed of independent food safety experts who advise us on food safety strategy, planning, best practices, implementation, and compliance.



**SCOTT BROOKS, DVM, MS**

Scott is President of River Run Consulting, advising global food companies on safety, quality, and regulatory strategy. He previously led food safety teams for major global brands and served as a U.S. Air Force Public Health Officer. With advanced degrees in veterinary medicine, food science, and epidemiology, he brings expertise across food safety systems, regulatory compliance, crisis management, and supplier quality. Scott has also served on the USDA National Advisory Committee on Microbiological Criteria for Foods.



**DAVID ACHESON, MD**

David is President & CEO of The Acheson Group, helping food companies navigate scientific, regulatory, and market-entry challenges. He has held leadership roles at both FDA and FSIS, combining medical, molecular pathogenesis, and food safety expertise. David advises global clients across the food safety and import sector, leveraging decades of experience in regulatory systems and policy.



**JAMES MARSDEN, PHD**

James has over 40 years of experience in food safety, advising the White House, USDA, FDA, and Congress, and leading scientific affairs for industry organizations. As Distinguished Professor at Kansas State, he pioneered research on pathogen control technologies. He later led food safety programs for international restaurant and retail brands and now consults through Food Safety Systems, LLC. James is widely recognized for translating complex food safety science into actionable solutions.



# HUMANITY



When we care for each other, we create opportunities to uplift our teams and our communities.

## TOPICS COVERED IN THIS SECTION

- ★ FEEDING MORE, WASTING LESS: TACKLING FOOD WASTE TOGETHER
- ★ MORE THAN A MEAL: HOW OUR RESTAURANTS GROW COMMUNITY
- ★ HANDS AND HEARTS IN ACTION: VOLUNTEERING TO MAKE A DIFFERENCE



At CAVA, we believe that acting with **HUMANITY** brings us together. For us, that means providing delicious, healthful, Mediterranean food in a welcoming atmosphere where people can share a meal — and their lives. As important, however, it means helping to create a better world for people and communities through our values and the actions we take to live them every day.

SINCE 2022, WE HAVE DONATED  
APPROXIMATELY

**\$1.2 MILLION**

TO ORGANIZATIONS THROUGH  
FOOD AND FUNDS

OUR GOAL BY THE END OF 2025 IS TO HAVE  
DONATED A CUMULATIVE VALUE OF

**\$1.5 MILLION**

IN FOOD AND FUNDS



“

Human connection is at the core of everything we do. It's ever present not just in our restaurants, but in the communities we serve. It's how we nourish both people and purpose, creating spaces where everyone feels seen, supported, and inspired to come together.

— Andrew Rebhun, Chief Experience Officer



# FEEDING MORE, WASTING LESS: TACKLING FOOD WASTE TOGETHER

We believe that everyone deserves to eat well and live well and that we have a responsibility to provide solutions with so much hunger and food waste in America.

That's why we've joined the fight against hunger — helping make nourishing food more accessible so we can build healthier communities. It's why we work hard to make only as much food as we need and use what's left to support organizations dedicated to food security. This work stems from our founders' belief in welcoming everyone to the table, that food is best when it's shared, and that good food should never go to waste.

## FEEDING PEOPLE IN NEED

When we open a new restaurant, team member training includes a lot of meal preparation, and this results in food that might otherwise go to waste. To ensure it doesn't, we partner with a local food bank, which, in turn, ensures that our food surplus reaches people in their communities in need. In 2024, we expanded our donation window from three to five days for each new restaurant opening, giving our food bank partners the opportunity to reach more people with more food.

### DONATIONS IN 2024

SUPPORTING COMMUNITIES WITH EVERY OPENING —  
BECAUSE GROWTH SHOULD GIVE BACK.

**51**

COMMUNITY FOOD  
BANKS ACROSS

**20**

STATES IN 2024

**42,909**

MEALS DONATED,  
EQUIVALENT TO

**\$551,000**

IN RETAIL VALUE

## WE'RE WORKING ON FOOD WASTE IN OUR RESTAURANT OPERATIONS

### LANDFILL DIVERSION

We are piloting a new waste station for guests to use in-restaurant that is modular and can provide trash, recycling, and compost containers all-in-one as needed, based on the local services accessible.

### FOOD PRODUCTION

We have practices and protocols in place to help us more accurately calibrate our food production volume in order to reduce waste. For example, we train our team members in "Thoughtful Cooking," our internal tool to help ensure we are prepping the right amount of food during different parts of the day, as well as effectively managing our ordering and inventory.

### PILOTING GENERATIVE AI TOOLS

In select restaurants we're testing advanced camera vision and generative AI to better forecast demand, monitor ingredient usage, and optimize prep in real-time, helping reduce food waste across our restaurant operations. By using predictive technology to better align production with actual guest patterns, we're aiming to improve efficiency and reduce unnecessary waste.



# Community Impact Fund

In a number of our locations, we have formed food donation and food resale partnerships to reduce the environmental impact of unsold food, while helping to feed people in need.

For example, in 2024 we partnered with **TOO GOOD TO GO (TGTG)**, a social impact company dedicated to fighting food waste by repurposing surplus food into community-impact dollars. In the 49 CAVA restaurants where TGTG was available in 2024, TGTG helped us save 77,360 meals from the day’s surplus food. A portion of the proceeds of those sales go to our **Community Impact Fund**, which we use to donate to a wide variety of nonprofit organizations with a shared goal of ending hunger and food waste in the U.S. These include:

## THINK TANKS

**ReFED**, as an example, is dedicated to ending food loss and waste across the food system. In fact, CAVA has supported its annual conference — a premier gathering of experts and innovators working to eliminate food waste across the supply chain — which fosters collaboration and actionable solutions to these issues.

## COMMUNITY PARTNERS

**PROJECT BREAD** is our long-standing Community Day partner in Massachusetts since 2021. Based in East Boston, Project Bread has been a key collaborator in our new restaurant opening efforts, helping us connect with local communities through hunger relief. Their programs not only provide reliable access to nutritious food but also advocate for policy-driven solutions to end hunger. Through our Community Impact Fund, we’ve supported a range of their initiatives, including expanding summer meal access for kids and amplifying fundraising efforts that bring lasting impact to families across the region.

## FOOD BANKS AND DISTRIBUTION CENTERS

**PHILABUNDANCE** serves communities across the Greater Philadelphia region by providing emergency food relief while tackling the root causes of hunger. Our assistance supported Philabundance in their mission to distribute food support and deepen their impact through strategic partnerships, nutrition education, and workforce development initiatives that address food insecurity holistically.

## TEACHING FARMS

**ECO CITY FARMS** in Bladensburg, MD, received our catering services for its Beginning Farmer Training Program to equip aspiring urban farmers with hands-on experience and a comprehensive curriculum in sustainable agriculture. We’ve also supported its mission to transform vacant urban land into productive farms. In addition, over the past three years, CAVA team members have volunteered during its Earth Month event, composting, planting, and lending farm maintenance to support its community-based initiatives.

## PROJECT BREAD



Our local partner Project Bread, a non-profit based in East Boston, works year-round to ensure children have access to nutritious meals statewide. In 2024, CAVA contributed \$20,000 to support Project Bread’s Summer Eats program, a state initiative providing free meals to kids and teens when school is out. This gift was further amplified through a New Year’s Eve Giving matching campaign in December, helping to expand access to summer meals across Massachusetts and demonstrating CAVA’s commitment to community-driven hunger solutions.

“

We’re incredibly grateful for CAVA’s generous support through the Community Impact Fund and their ongoing partnership since 2021... Food is not a luxury, and CAVA’s commitment to nourishing communities and showing up year after year through Community Days has made a lasting difference for families trying to put food on their tables across Massachusetts.

— **Erin McAleer**,  
President and CEO of Project Bread

In 2025 we are aiming to expand our relationship with “Too Good to Go” from 49 to over 250 of our restaurant locations, which — supported by our guests who download the app — will allow us to make an even bigger impact with donations to more organizations working to end food insecurity and food waste in the U.S.

**\$150,000**  
FUNDS RAISED THROUGH COMMUNITY IMPACT FUND



# MORE THAN A MEAL: HOW OUR RESTAURANTS GROW COMMUNITY

With 126 billion pounds of food wasted in the US annually, we have an opportunity to do our part to help mitigate this issue and maximize the impact of the food we produce at CAVA. That's why with each new restaurant we open — and we opened 59 in 2024 — we promote awareness of these issues and contribute to local partner organizations that devote their time, effort, and resources to solving them.

“

CAVA's Community Day event was an exciting celebration of food and community that MANNA was proud to be a part of. Our partnership turned sharing meals into meaningful support for our neighbors facing food insecurity in WNC. It was a great reminder that when local businesses and nonprofits work together, real impact is made possible.

— Manna Foodbank, NC, Feeding America

## COMMUNITY DAYS: WELCOME IN

We call the day prior to a new restaurant opening “Community Day” — an initiative we began with the very first restaurant we opened in Bethesda, MD, in 2011 — in which we focus on the communities where we are opening a new restaurant to reduce hunger and waste in them. Community Days give us a chance to meet the people who live there by inviting new guests to visit our new restaurant and enjoy our Mediterranean-inspired food and atmosphere. Instead of paying us for their pita or bowl, however, we ask them to join us in making a donation to our nonprofit community partner, and we match up to \$1,000.

“

I love that we come together with our community partners to raise money to support their important missions. It warms my heart knowing we are helping a lot of people. As someone who grew up without a lot of food on the table, knowing we can help others by providing food for them really makes me smile.

— Adam Gurule, Manager Restaurant Openings

### COMMUNITY DAYS

59

NUMBER OF  
COMMUNITY DAYS

39

NUMBER OF UNIQUE  
PARTNER ORGANIZATIONS

\$131,000

AMOUNT DONATED AT  
COMMUNITY DAYS





# 2024 COMMUNITY DONATION PARTNERS

- Anne Arundel Food Bank
- Burbank Temporary Aid Center
- Chattanooga Area Food Bank
- Chesterfield Food Bank Outreach Center
- Coalition for the Homeless of Central Florida, Inc.
- Dion’s Chicago Dream
- Feeding America Riverside San Bernadino
- Feeding San Diego
- Feeding Tampa Bay
- Food Bank of Eastern Oklahoma
- Food Rescue US
- Foodbank of Southeastern Virginia, Inc.
- FoodCycle LA
- Giving Kitchen Initiative
- Good Neighbors Inc.
- Greater Chicago Food Depository
- Harvest Hope Food Bank
- Harvesters — The Community Food Network
- Heart of Alabama Food Bank
- Laurel Advocacy & Referral Services (LARS)
- Los Angeles Regional Food Bank
- Lowcountry Food Bank, Inc.
- Manna FoodBank Inc.
- Maryland Food Bank
- Matthew’s Crossing Food Bank
- Metro Caring
- Northern Illinois Food Bank
- North Texas Food Bank
- Philabundance
- Regional Food Bank of Oklahoma, Inc.
- Second Harvest Food Bank of Middle Tennessee, Inc.
- Second Harvest of Orange County
- Second Servings of Houston
- The Door
- The Long Beach Community Table
- Urban Roots
- Village Food Hub
- Virginia Peninsula Foodbank
- Waste Not



## FoodCycle LA

In 2024, CAVA proudly deepened our partnership with FoodCycle LA, a nonprofit organization committed to fighting food insecurity and reducing waste through food recovery. Together, we supported food rescue and redistribution from new CAVA openings in the LA Area and joined forces for two volunteer days — in December and during Earth Month in April. At the Culver City community center opening, our LA team helped FoodCycle LA with food set-up, distribution, and event logistics, ensuring fresh food reached local families. And as our official Community Day Partner for four events in 2024, FoodCycle LA continues to amplify our shared mission: nourishing communities while caring for the planet.



# HANDS AND HEARTS IN ACTION: VOLUNTEERING TO MAKE A DIFFERENCE

The values we hold as an organization are shared by our team members, and many of them are involved with organizations and causes they care about passionately. In addition to providing volunteer opportunities on a variety of holidays, including Earth Day and Martin Luther King Jr Day, our full-time team members can take up to four days of paid time off per year to volunteer in their communities.

In 2024, we hosted 10 volunteer events with nonprofit partner organizations that gave our team members in those communities an opportunity to contribute their time and effort to fighting hunger and food waste.

LOCATION	PARTNER ORGANIZATION
Washington, D.C.	Eco City Farms
Saint Louis, MO	St. Louis County Parks
New York, NY	ReThink Culinary
Los Angeles, CA	FoodCycle LA
Washington, D.C.	Martha’s Table
Plano, TX	Minnie’s Food Pantry
Saint Louis, MO	Operations Food Search
Charlotte, NC	Second Harvest of Metrolina
New York, NY	Agape Food Rescue





# GOVERNANCE

Our governance structure stewards our mission with integrity.

## TOPICS COVERED IN THIS SECTION

- ★ GUIDED BY EXPERIENCE: OUR BOARD OF DIRECTORS
- ★ DOING WHAT'S RIGHT: ETHICS IN ACTION
- ★ PROTECTING WHAT MATTERS: DATA PRIVACY AND SECURITY



Our **GOVERNANCE** framework powers us to put our mission and values into practice every day. We are committed to operating our business in an ethical and responsible manner, enabled by our governance structure, policies and procedures, and systems. The outcome is a growing business that cherishes our employees, guests, and shareholders — as well as the wider communities we serve.

“

Strong governance builds trust, and at CAVA, we believe how we operate reflects who we are as a company. We are rooted in our communities, committed to doing the right thing, and driven to help and serve others. Our governance structure keeps us accountable to these values as we build a responsible business for our teams, guests, and the world around us.

— **Brett Schulman**, Co-founder & Chief Executive Officer





# GUIDED BY EXPERIENCE: OUR BOARD OF DIRECTORS

Our Board directs and oversees the management of the business and affairs of the Company in a manner consistent with the best interests of the Company and its stockholders, as outlined in our publicly available Corporate Governance Guidelines. The Board is highly qualified, deeply engaged with the management team, and strategic in its assessments of our opportunities and risks.

The work of the Board is also supported by three Board-level committees, as described on the next page.



**RONALD SHAICH**



**PHILIPPE AMOUYAL**



**DAVID BOSSERMAN**



**BENJAMIN FELT**



**KAREN KOCHEVAR**



**LAURI SHANAHAN**



**JAMES D. WHITE**



**TED XENOHRISTOS**



**BRETT SCHULMAN**

## OVERSIGHT WITH VISION AND INTEGRITY

Highlights of our Board's composition, experience, and focus include the following:

Our Board of Directors brings a depth of experience, leadership, and oversight that reflects both the scale of our business and the ambition of our mission. With an average tenure of 7.7 years, our directors contribute a strong mix of capabilities across corporate management, finance, and relevant industry sectors.

Beyond their credentials, our Board is distinguished by a commitment to ethical leadership, sound judgment, and independent thinking. The Nominating, Governance, and Sustainability Committee considers each individual's professional background as well as their perspective on social policy concerns and long-term value creation.

Directors are expected to engage fully — with each other, with our leadership team, and with the evolving needs of our business. Through regular self-assessments and participation in governance best practices, they help guide our company with integrity, purpose, and accountability.



# Engaged and Experienced Committees

## PEOPLE, CULTURE, AND COMPENSATION COMMITTEE

Our People, Culture, and Compensation Committee reviews and approves corporate goals relevant to the compensation of our executive officers and directors, as well as approves the compensation of our Chief Executive Officer and, unless recommended to the Board for approval, our executive officers. The committee reviews and approves, or makes recommendations to the Board to approve, our long-term incentive plans, equity-based awards, stock ownership guidelines for directors and executive officers, and our “claw-back” policy. The committee also manages our human capital management strategies, policies, practices, and initiatives, including those relating to culture and employee engagement, workplace environment and safety, talent recruitment, development, and retention.

## NOMINATING, GOVERNANCE, AND SUSTAINABILITY COMMITTEE

Our Nominating, Governance, and Sustainability Committee oversees both the composition of our Board, identifying individuals qualified to become directors, consistent with the criteria approved by our Board, and the management and evaluation of the Board itself. Importantly, the committee also develops and recommends corporate governance guidelines and assists the Board in complying with them. It also oversees sustainability and environmental, social, and governance strategies and initiatives, and takes a leading role in shaping our corporate governance.

## AUDIT COMMITTEE

Our Audit Committee is responsible for overseeing the following: the quality and integrity of our financial statements, as well as oversight of our accounting and financial reporting processes; the effectiveness of our control environment, including internal controls over financial reporting; our compliance with legal and regulatory requirements, as well as compliance with ethical standards we adopt; our independent registered public accounting firm’s qualifications, performance, and independence; our overall risk management profile and the effectiveness of our risk management processes; the performance of our internal audit function, as well as oversight of our financial statement audits; our compliance with our Code of Business Conduct and Ethics; and our technology security and data privacy programs. Our Audit Committee is also responsible for approving any related party transactions.

## RISK COMMITTEE

The Risk Committee is a management-level committee that includes the Chief Legal Officer, Chief Financial Officer, Chief Information Officer, and Chief Information Security Officer, among others, and reports to the Audit Committee on a quarterly basis. It works with functions across the Company to identify, assess, manage, and respond to enterprise risks that we may face.

# DOING WHAT’S RIGHT: ETHICS IN ACTION

Acting ethically in all we do is critical to accomplishing our mission. That’s why we have policies in place that provide guardrails to ensure we understand what is expected of us as well to ensure our business practices and decisions rest on a foundation of respect and trust.

## CODE OF BUSINESS CONDUCT AND ETHICS

We are committed to providing superior quality and unparalleled guest service in all aspects of our business. We are values-focused, and expect all of our team members, other employees, officers, and directors to exhibit behaviors that reflect our values and to follow the highest standards of ethical conduct. Our Code of Business Conduct and Ethics provides a framework for making ethical business decisions, establishes the importance of exercising sound judgment, and recognizes the shared values we have with one another and our guests, vendors, and others with whom we do business.

## GOOD GOVERNANCE POLICIES

We adopted a suite of policies intended to promote good governance, including by promoting fair disclosure, preventing insider trading, and establishing transparency and an approval process for related person transactions. Specifically, our Regulation Fair Disclosure (FD) Policy governs the appropriate disclosure of company information to the public. Our Securities Trading Policy implements restrictions for trading stock when in possession of material, nonpublic company information (in other words, “inside” information). Our Related Person Transaction Policy requires disclosure of certain transactions with an executive officer, Board member, or other related person.



## EXECUTIVE COMPENSATION PRACTICES

Our executive compensation practices are intended to attract, motivate, and retain key talent in order to further the achievement of our business goals and thereby create alignment between executive pay and the interests of our stockholders.

## COMPLIANCE WITH LAWS

We comply with federal, state, and local laws and regulations with respect to all areas of our business. We work with governmental authorities to ensure compliance and will perform audits from time to time to confirm it.

## WHISTLEBLOWER RELIEF

We reject discrimination, harassment, and retaliation, as well as fraudulent business practices. Accordingly, we take a variety of actions to ensure ethical, honest, and respectful behavior toward one another, our guests, vendors, and other stakeholders. These include maintenance of hotlines that enable complaints or concerns related to the workplace or to fraudulent business practices to be reported anonymously to People & Culture leaders or to the Chief Legal Officer and Chair of the Audit Committee directly.

# PROTECTING WHAT MATTERS: DATA PRIVACY AND SECURITY

At CAVA, we prioritize the integrity of our information systems and the privacy of our guests.

## OVERSIGHT BY THE AUDIT COMMITTEE

We recognize cybersecurity and data privacy as enterprise risks, and they are integrated into our overall risk management process, with consistent reporting to the Audit Committee. The Risk Committee also reviews and considers risks in these areas, including through its oversight of mitigation and recovery strategies for these risks. The Chief Information Security Officer, who reports to our Chief Information Officer, leads our cybersecurity team and works cross functionally with our legal and other business functions to provide cybersecurity training and, as appropriate, manage cybersecurity risks and incidents.

## PROTECTING GUEST DATA

We care about our guests' privacy and collect only the data we need for specific purposes. We welcome our guests to visit our Privacy Policy at [cava.com/privacy](https://cava.com/privacy) to learn more, including that we provide guests with certain rights to know or delete their personal information in accordance with applicable law.

## CYBERSECURITY PROGRAM

We have developed a cybersecurity program that continuously evaluates material risks to our business and applies controls to help avoid or mitigate such risks. Third parties and auditors also assess elements of the program and help us adopt and implement industry-standard practices to improve it. In addition, we have a third-party managed security operations center that provides 24/7 monitoring and alerting, threat intelligence, and posture recommendations. We are members of the Retail and Hospitality Information Sharing and Analysis Center, with more than 250 member companies from the retail, hospitality, and travel industries, which enables us to benchmark our cybersecurity risks, identify and adopt industry-standard practices for our cybersecurity program, subscribe to threat intelligence alerts, and contribute to the collective defense of our industries.



# FORWARD-LOOKING STATEMENT

This Impact Report 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 Report are made only as of the date hereof. Any forward-looking statement made by us in this Impact Report speaks only as of the date of this Impact Report and are expressly qualified in their entirety by the cautionary statements included in this Impact Report. 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 29, 2024, 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](https://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 Report.





**CAVA**