



Grove[®]

2025
Sustainability Report

Published May
2026



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A LETTER FROM OUR CEO

Grove's Commitment to Healthier Homes

Grove Collaborative is a Certified B Corp and Public Benefit Corporation built to serve a new kind of customer — one who expects the products they bring into their home to be safe, effective, and aligned with their values.

Today, that customer faces a growing challenge. Ingredient complexity, greenwashing, and emerging risks like microplastics have made everyday purchasing decisions more difficult than ever. In our recent survey, more than 96% of customers reported concern about microplastics, and 62% believe companies — not governments — should lead in solving the plastic crisis.* Customers are looking for a trusted guide. At Grove, that is the role we are built to play. We exist to be the trusted filter for human and environmental health.

Every product on our platform is vetted against one of the strictest standards in the industry.

This standard now covers more than 10,000 banned or restricted ingredients, including over 3,000 that are fully prohibited. As a result, more than 90% of our customers say they trust Grove more than mass retailers to provide safe, healthy products — and two-thirds trust Grove significantly more than Amazon.**

In 2025, we scaled that trust. We expanded our marketplace by more than 40%, adding over 100 brands across cleaning, personal care, and next-generation wellness categories.

This broader assortment allows customers to consolidate more of their household spend with a single, trusted plastic-neutral partner — with carbon-neutral shipping.

Nearly 80% of customers report that shopping with Grove has changed their daily habits toward more sustainable choices.**

At the same time, we continue to reduce our own footprint — cutting more than 400,000 pounds of plastic in 2025 alone, a reduction of over 20% year over year, as we advance our Beyond Plastic™ initiative and scale refillable, reusable, and lower-waste alternatives.

We believe that trusted curation, behavior change, and measurable environmental impact differentiate Grove. By removing harmful ingredients, reducing plastic at scale, and simplifying sustainable choices, we make it easier for customers to create healthier homes. Our opportunity is to scale this model.



We are building a platform that brings together high standards, broad assortment, and operational efficiency to serve millions of households. As we grow, we will continue to raise the bar for product safety, expand our impact on plastic reduction, and earn the trust of customers who increasingly expect more from companies. If you've shopped with us, thank you. It is a privilege to serve you as we work together toward a healthier home — and a healthier planet.

A handwritten signature in black ink that reads "Jeff Yurcisin". The signature is fluid and cursive.

Jeff Yurcisin
CEO, GROVE COLLABORATIVE

SUPPORTING STANDARDS FOR

Environmental & Human Health

Sustainability starts with people, not just the planet. Every action — starting at home — helps create a healthier world.



Every choice Grove makes — whether the products we create, materials we use, or suppliers we partner with — impacts not only the environment but also the health and well-being of our customers and broader communities. Environmental and human health go hand in hand. One cannot exist without the other.

The standards we set matter, from the ingredients we ban to the transparency we provide.

We remain committed to our journey Beyond Plastic™, but we also recognize that sustainability is more than just reducing waste. That's why we ensure that the ingredients and materials in our products are, where possible, safer for people and the planet.

We believe customers deserve products that are free from harsh chemicals, designed with human and environmental health in mind. Our road ahead is still filled with challenges, trade-offs, and imperfect solutions, but we remain committed to progress over perfection.

The urgency of environmental action has never been clearer. Emerging evidence shows that microplastics are present in our bodies, underscoring the urgent need to understand their impact on human health and the environment. Our industry continues to rely on recycled plastic as a solution, when only a small fraction of plastic actually gets recycled.

Systemic change is needed — rethinking materials, innovating alternatives, and designing for true circularity. For Grove, this means making hard choices, pushing for bolder policies, and partnering with our industry to drive change at scale.

We're proud to be a B Corp, recertified in 2024 with a score of 100.9, a 20-point increase since our previous recertification.



Grove's Sustainability Tenets

Change is challenging but necessary. Our industry cannot rely on convenient goals and easy transitions. Grove's sustainability tenets guide our journey and keep us focused and honest.

Environmental Stewardship

The customer packaged goods and retail industries are plagued with irresponsible business practices, where profits are linked to single-use plastics, deforestation, and increased pollution. Founded on a belief that household products should regenerate, rather than deplete, the environment, we take a holistic approach to sustainability with strong goals on plastic, carbon, and conservation.

Advocacy

We're committed to using our voice to advance legislation that supports the progress of the most material crises we have identified, including plastics and recycling, climate disclosures, chemical safety, and ingredient transparency.

Industry Leadership

When there isn't a solution, we are committed to finding one. We believe you're never too small to lead an industry. We challenge companies to make bolder changes toward more urgent action. We lead by example in the hope that others will follow suit.

Health and Wellbeing

We believe that environmental and human health are deeply connected. Everyone deserves a home free from harsh chemicals. We are committed to providing products that are better for people and the planet, without compromise.

Transparency

Grove leads with transparency first, from integrating sustainable principles into business objectives and financial planning to best-in-class reporting on progress. Transparency in our ingredients, disclosures, and reporting is directly tied to customer and industry credibility.

Ethical & Responsible Practices

We maintain high standards for ethics and responsibility. This includes fair labor practices (see page 31), sustainable sourcing, and transparency in operations. We do this because it's right — for us, it's not optional.

Diversity & Inclusion

We prioritize working with values-aligned suppliers and brands, including those owned, led, or founded by women, BIPOC people, LGBTQ+ people, and veterans, as well as B Corporations.

Progress Over Perfection

We prioritize progress over perfection because the problems we're solving can't wait for perfect solutions. We hold ourselves accountable to real progress toward better solutions.



Our Goals

We're working toward ambitious goals that positively impact people, the planet, and our business.



Beyond Plastic™

Reimagine packaging and reduce plastic impacts.

Beyond Plastic™ is our collective dedication to reducing single-use plastic in the products we use every day in order to change the industry as we know it. Since 2020, every order we've shipped has been 100% plastic neutral.

Healthier Homes

Lead our industry in human and environmental health.

We set industry-leading standards for human and environmental health, and we carefully create and vet all products to meet our ingredient standards.

Equity & Belonging

Create an inclusive and equitable company.

We are committed to making the natural products industry more inclusive and equitable through company initiatives and diverse product sourcing.

Forests & Fiber

Prevent deforestation and provide tree-free products.

We are committed to protecting forests by prioritizing FSC® Certified paper packaging and alternate materials, such as bamboo, in our products.

Climate Action & Emissions

Decarbonize our value chain.

We have set ambitious, science-based emissions reduction targets. We carbon offset direct emissions with nature-based, community-led offsets.

OUR IMPACT

Our Customers, Our Heroes



In 2025, customers who purchased from our **Environmental Impact Shop** contributed to impactful environmental causes with partner organizations, from conservation to reforestation to plastic collection.

25,914

NUMBER OF TREES PLANTED
with the Arbor Day Foundation in 2025

13,327

ACRES OF LAND CONSERVED
with Rainforest Trust and Sebago Clean Waters in 2025

\$2,726

RAISED TO SUPPORT MICROPLASTIC RESEARCH
with 5 Gyres, launched in April 2025

838

TONS OF CARBON OFFSET
with Pachama and Everland in 2025

354,782

POUNDS OF PLASTIC COLLECTED
with rePurpose Global in 2025

\$1,539

RAISED TO SUPPORT DIRECT AIR CAPTURE
with Climate Karen, launched in April 2025



THOUGHT LEADERSHIP

Healthier Home Guides

Actionable guidance for environmental & human health.

We provide customers with science-backed health and wellness information in our healthier home guides, which cover safer home essentials — from vitamins to natural cleaners and pet care.

Bringing home better choices

The more customers learn about what goes into everyday household supplies, the easier it becomes to choose options that support their health and their homes. Every product is reviewed by experts and screened for ingredients and materials that align with Grove's strict standards — so customers can feel good about what they bring home.



Leading with science-backed and expert-led sources

We lead with documented research, citing and linking to sources, so that customers know they can trust the information they find on our site. Examples of actionable articles include:

- Guide to magnesium vs. melatonin
- Ditch toxins in your daily cup of coffee
- Safer, super-effective pest control
- Refillable systems for every room

At Grove, we're not just selling products. We're empowering customers to make better choices and fostering a movement toward more conscious consumption.



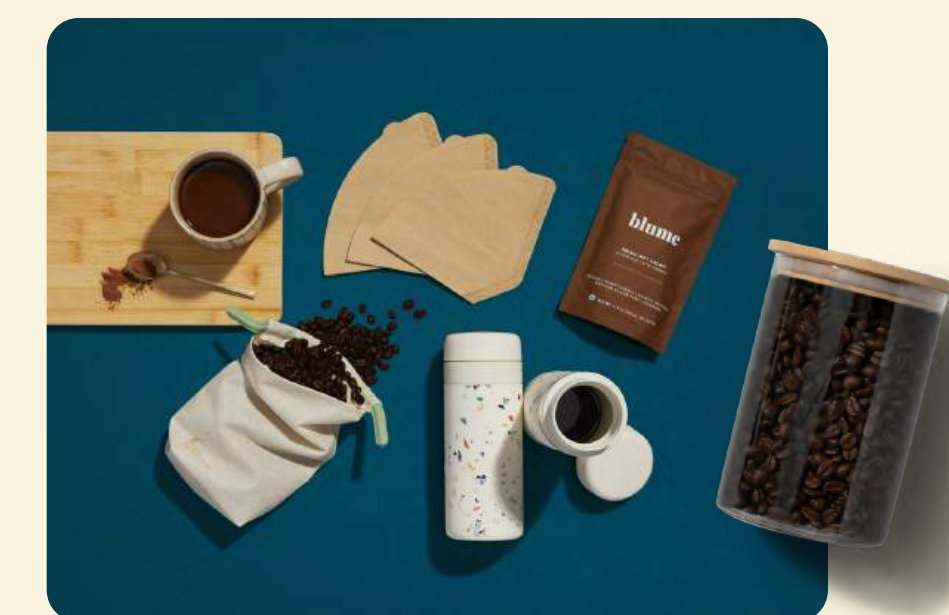
Magnesium or melatonin: what's right for you?
It depends on why you're not sleeping.



Your guide to safer, super-effective pest control.
Explore easy ways to protect your home and family.



Try refillable systems for every room.
Innovative ways to create a more sustainable home.



Ditch toxins in your daily cup.
Learn how to choose plastic free coffee filters that support your health and the planet.

Beyond Plastic™

We're leaders in products that reduce single-use plastic waste.



Rethinking Growth, Without the Plastic Footprint

Decoupling our plastic usage from our profits.

Setting the Standard

At Grove, our mission is clear — move our industry away from its reliance on plastic. The best way for us to transparently illustrate our progress out of plastic is through our plastic intensity metric. Created in 2021 and the first of its kind in the industry, plastic intensity is a simple ratio of how much plastic we sell (in lbs.) per \$100 of net revenue. Our goal is to decouple revenue growth from our plastic footprint — proving that sustainability and business can go hand in hand. As we continue to transparently report on our progress (and challenges), we hope other brands will follow suit.

Transparent Progress

Within our product portfolio, we're constantly innovating to reduce plastic. In 2025, we reduced our plastic intensity across all three metrics we measure: Grove-owned brands, third-party brands, and all brands across grove.com and customer marketplaces. This progress demonstrates that our work is not only having an impact within Grove's owned brands, but across our site and retail partners, too.

Advancing Third-Party Brand Leadership

By curating a marketplace of values-aligned third-party brand partners, we are helping shift our industry toward lower plastic waste solutions. Since 2020, we've reduced our third-party plastic intensity from 1.78 lbs. to 0.87 lbs. of plastic per \$100 in net revenue.

Through our role as a marketplace, we aim to drive industry-wide change by championing plastic reduction, fostering transparency, and encouraging collaboration in sustainable innovation.

Plastic Intensity

lbs. per \$100 revenue in 2025



Grove-owned brands (lbs.)



All brands on grove.com + retail (lbs.)



Third-party brands¹ (lbs.)

¹ Products sold on grove.com from brands not owned by Grove Collaborative.

OUR PROGRESS

Plastic Sitewide & in Retail

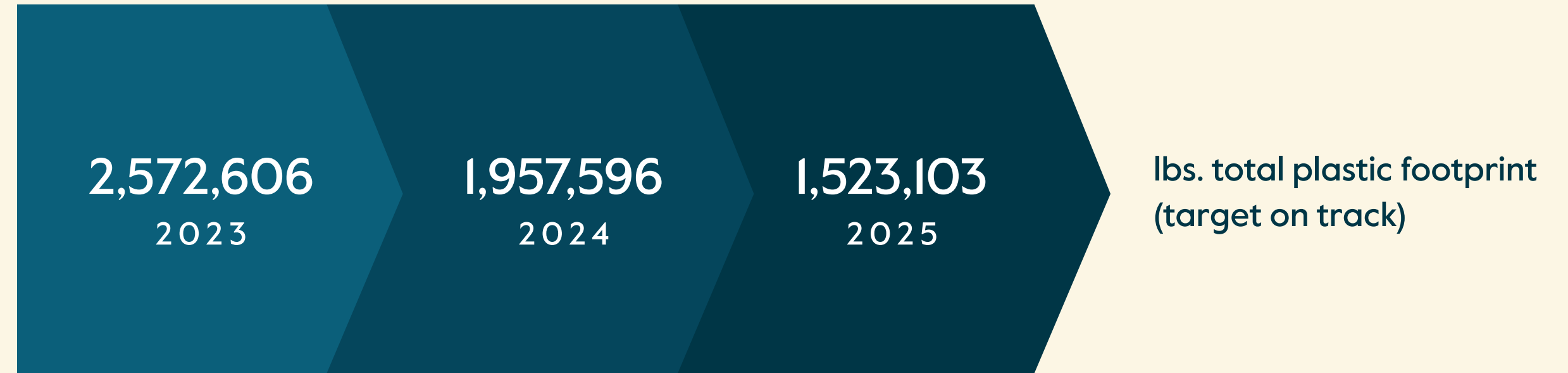
We lead with transparency. Since 2020, we have published metrics in our annual Plastic Scorecard — the first report of its kind to disclose a company’s total plastic footprint. Since 2021, we have reported on plastic intensity and were the first in our industry to do so, setting a new standard for accountability.

In 2025, we reduced our total plastic footprint and plastic intensity across our company.



Plastic Footprint

Year over year we work to reduce our total plastic footprint by introducing more plastic-free or plastic-reducing products into our assortment.



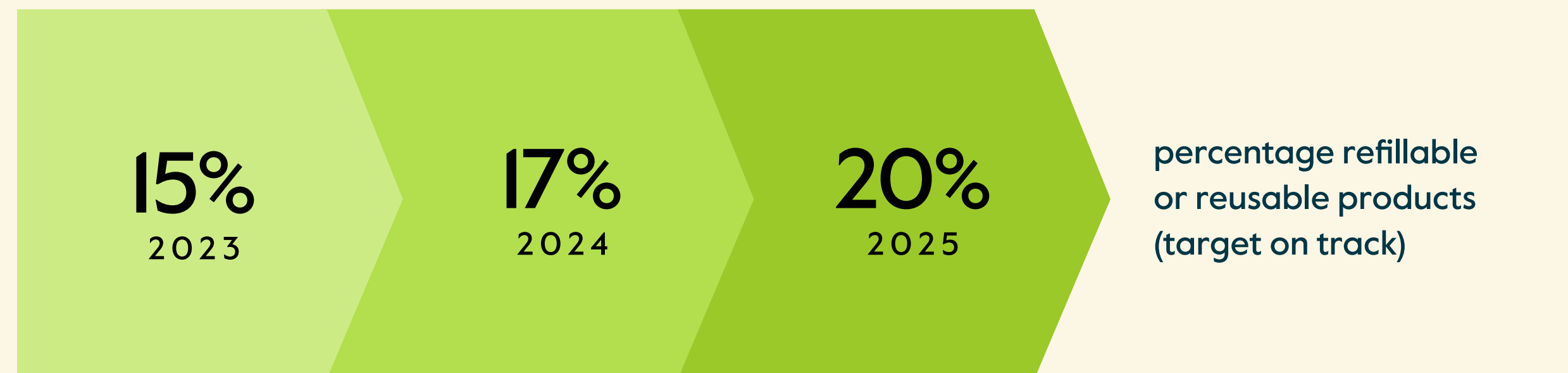
Plastic Intensity

We aim to decouple our revenue from our use of plastic.



Refillable/Reusable

We seek to increase reusable or refillable products and packaging while reducing single-use plastic.



In 2023, we adopted an expanded definition of “plastic” that includes polyvinyl alcohol (PVA and PVOH), silicone, and plastic liners and resins with aluminum packaging to ensure the highest level of inclusivity and transparency in our plastic reporting.

Grove Co. Products

In 2025, we increased Beyond Plastic™ net revenue across Grove’s owned brands.

While Beyond Plastic™ net revenue increased, percent of SKUs sold decreased as we expanded our marketplace by more than 40%. We will continue to push for better solutions and transparently report on plastic challenges and progress.

BEYOND PLASTIC™ TOTALS: NET REVENUE*



BEYOND PLASTIC™ TOTALS: SKUS SOLD*



Our highest standard for moving Beyond Plastic™

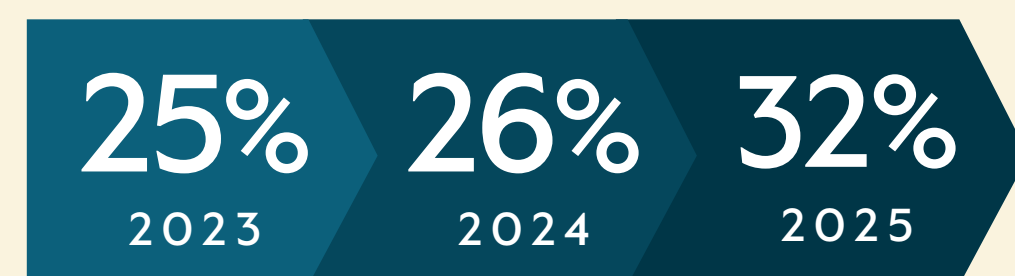


100% Plastic Free

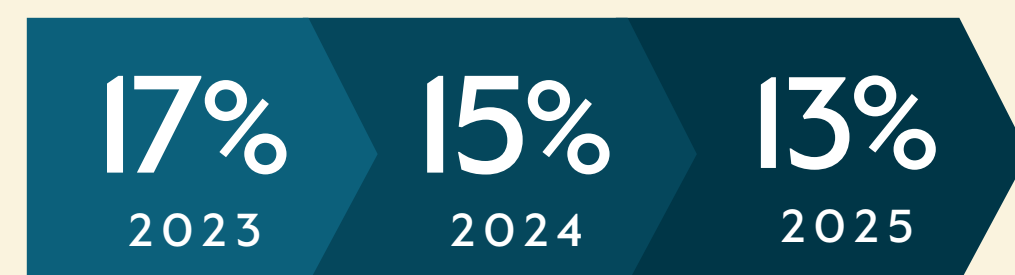
Does not include any PVA or plastic lacquers, liners, or coatings. Examples: Swedish dishcloths, wool dryer balls, and bar soaps.

Percent net revenue increased, while SKUs sold decreased due to marketplace and brand expansions.

PERCENT NET REVENUE*



PERCENT SKUS SOLD*



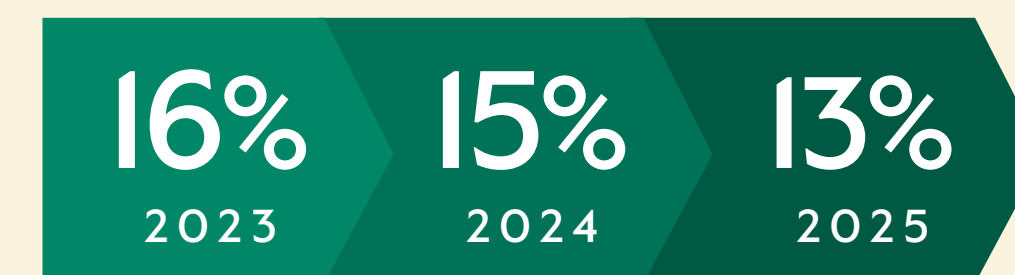
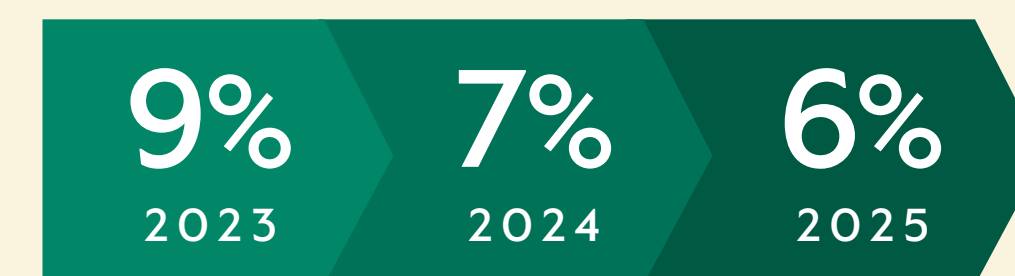
Our standard for moving beyond plastic pollution



No Single-Use Plastic

Contains durable, reusable plastic, defined by the [EPA](#) as lasting 3 years or more. Contains no single-use plastic, such as polybags. Examples: Reusable soap dispensers, and glass spray bottles.

The lag in no single-use plastic and reduced plastic waste is due to 2025 brand acquisitions and expansions.

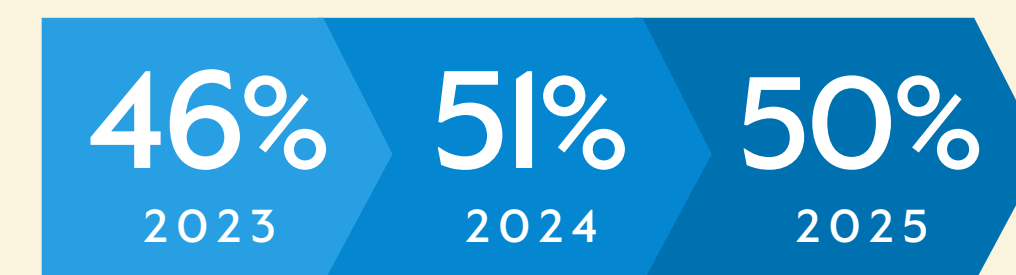
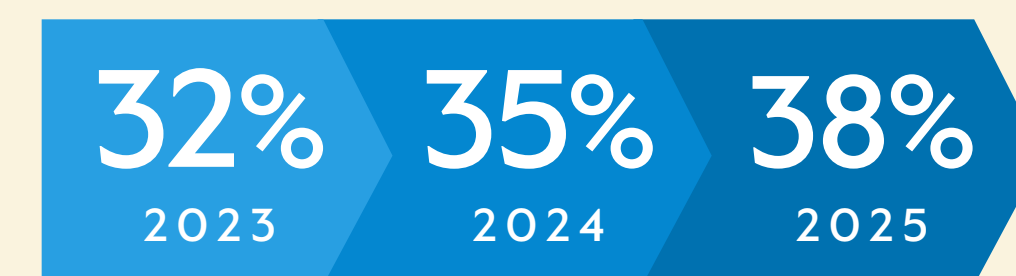


Our standard for designing better solutions



Reduced Plastic Waste

Products that have significantly reduced plastic use compared to conventional alternatives, with key components of their packaging made from materials with greater circularity potential, such as paper, glass, or aluminum, instead of plastic. Examples: Hand and dish soaps, and cleaner concentrates.



THIRD-PARTY BRANDS

Products & Packaging

Our third-party brands are innovating new plastic-reducing, low-waste products that meet our Beyond Plastic™ standard.

Through the Grove Impact Network, we provide third-party brands with access to vetted partners and packaging solutions to help them transition beyond plastic. From 2024 to 2025, the plastic intensity of third-party products sold at Grove.com decreased from 1.01 to 0.87 lbs. of plastic sold per \$100 of net revenue.



BEYOND PLASTIC
NO SINGLE-USE PLASTIC

Guppy Bag

Use this washing bag for synthetic clothes to minimize shedding and filter out harmful microplastic fibers.



BEYOND PLASTIC
100% PLASTIC FREE

Pop Up Dish Sponges

Crafted from wood pulp, this sustainable alternative to foam and synthetic sponges reduces microplastic buildup.



BEYOND PLASTIC
REDUCED PLASTIC WASTE

Seasoning Salt

Packaged in aluminum, Spicewalla blends are crafted with simple, natural ingredients and without artificial additives.



BEYOND PLASTIC
100% PLASTIC FREE

Oceanly Bronzer

Packaged with no plastic lacquers, liners, or coatings, this bronzer by Attitude glides on easily for a flawless, radiant complexion.



BEYOND PLASTIC
NO SINGLE-USE PLASTIC

Tushy Bidet

Tushy's bidet attachments reduce reliance on toilet paper, are easy to install, and promote a more hygienic bathroom.



BEYOND PLASTIC
100% PLASTIC FREE

Dishwasher Cubes

These 100% plastic-free dishwasher cubes from Nellie's are convenient, space-saving, PVA-free and highly effective on grease and grime.



BEYOND PLASTIC
REDUCED PLASTIC WASTE

Hip & Joint Supplements

Packaged in aluminum, these Finn dog chews are made in the USA and naturally formulated with organic ingredients.



BEYOND PLASTIC
NO SINGLE-USE PLASTIC

Eco Lunch Box

This durable stainless steel container comes with a silicone no-leak lid. All parts are dishwasher and oven safe.

Grove has surpassed **18.7M lbs** of nature-bound, single-use plastic collected since 2020.

As the world's first plastic-neutral retailer, Grove has partnered with **rePurpose Global** to take meaningful action against the plastic pollution crisis.

For every ounce of plastic shipped to Grove customers, the equivalent amount of environmental plastic pollution is collected in India, Colombia, and Cameroon in partnership with rePurpose Global. In 2025 alone, we recovered 1.4M lbs of plastic. By improving local waste management value chains, these projects have benefitted over 2,000 waste workers (most of them women) and over 100,000 households.



From 2020-2022, Grove partnered with Plastic Bank on plastic recovery projects. From 2022 to date, Grove has partnered with rePurpose Global to administer plastic recovery projects.

2025 Impact Highlights

Hara Kal Kerala, India

Workers: 1,365 (1,337 of them women).
100,000+ rural households have been provided access to formal plastic waste management services through project Hara Kal.

Anmol Kinara Karnataka, India

Workers: 602 (501 of them women).
An end-to-end collection system services 47 villages in the district, addressing a critical gap where rural areas generate 87% of the region's plastic waste but historically lack formal collection infrastructure.

Nuevo Ciclo Medellín, Colombia

Workers: 48 (9 of them women).
13 structures were built in 2025, including playgrounds, libraries, and homes.
Our long-term operational target is to divert 2,300 tonnes of multi-layered plastic waste from landfills by 2030.

Sanguisé Douala, Cameroon

Workers: 44 (14 of them women).
Capacity-building workshops were deployed across health and safety trainings, fire safety trainings, emergency preparedness, and machine safeguarding.



OUR PROGRESS

Together, we've saved over 918 million bottles and counting.

We're making an impact! The Grove community has saved over 19,272,175 pounds of plastic* since 2020, the equivalent of 918,342,405 standard 16.9 oz water bottles.

In 2024, we launched the industry's first-ever Beyond Plastic™ Impact Tracker, a tool designed to empower our customers by providing them with real impact metrics by shopping with Grove.

In 2025, we've deepened our focus on enhancing the customer experience around sustainability — helping our community understand the real, meaningful impact they have by choosing Grove. Making the right choices can often feel overwhelming, and we want to make it easier for our community to see how their choices add up.

Grove's Beyond Plastic™ Impact Tracker provides each customer with individualized stats on how their decisions contribute to reducing plastic waste.

By choosing products that are reusable, refillable, or made from more circular materials like infinitely recyclable aluminum and glass, customers can see the tangible impact of their choices.

The tracker calculates the amount of single-use plastic avoided by choosing more plastic-conscious products, as well as the amount of plastic recovered on the customer's behalf as part of Grove's plastic neutrality commitment.

By providing clear, personalized data on the impact of their purchases — including pounds of plastic avoided

and recovered from our partnership with rePurpose Global — we aim to support customers in making more sustainable choices.

COMPANY MILESTONES

19.2M lbs. of plastic collected

through our plastic neutrality commitment*

8.5M lbs. of plastic avoided

from purchases of plastic-reducing products*

*1/1/2020-12/31/2025.

OUR PROGRESS

A Sustainable Spectrum

At Grove, change starts with our customers. Our vision is to be a trusted brand for conscientious customers in search of effective, affordable, planet-first products. Those seeking to go deeper can visit [The Unplastic Shop](#), curated with the Oceanic Preservation Society and filled with plastic-free and plastic-reducing products for every room. No matter where they fall on the spectrum, our customers are helping us to reimagine what's possible for packaged goods.

In 2025, 76% of Grove SKUs sold* were part of our Beyond Plastic™ assortment.

Green

Grove is a trusted marketplace for conscientious customers, who come to us for products that are sustainable, high-performing, and meet our industry-leading standards.



Greener

We're innovators in sustainable, reduced plastic, and circular products, such as tree-free paper made from bamboo and refillable cleaning solutions.



Greenest

When customers subscribe to regular shipments of sustainable, plastic-reducing products, cost per item decreases and environmental impact improves.



Improving Packaging Impacts

Our new gabletop refill cartons are made from FSC® certified paperboard, a renewable fiber that's home-recyclable.



New packaging. Same powerful formulas.

In 2025, our hand soap, dish soap, laundry detergent, and fabric softeners got a makeover. Previously, these Grove Co. products were sold in recyclable metal tins — the best available alternative to plastic at the time. While metal is highly recyclable, it carries a larger carbon footprint than cartons or pouches.* Our new FSC-certified paperboard cartons have a lower environmental impact with the same trusted performance.

*2014 Corrugated Industry LCA Full Report; 2022 Carton Council Oregon RFI Response; 2024 Independent assessment of comparative LCA studies by IFEU



Innovating Beyond Plastic™

Our new toilet pod packaging includes a home-compostable pouch that combines FSC paper, cellulose, and a biopolymer film.



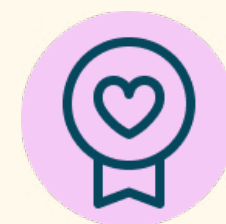
CERTIFIED COMPOSTABLE

These pouches are certified as both home-compostable (AS 5810-2010) and industrially compostable (ASTM D6400).



FSC® CERTIFIED

The FSC-certified paper pouch is laminated with cellulose and biopolymer films.



CERTIFIED CRUELTY FREE

This product adheres to ethical standards that prioritize animal welfare, with no animal testing.



Reducing plastic in our toilet pods.

Our toilet bowl cleaner pods are now packaged in a home-compostable pouch supplied by [Grounded Packaging](#). The pouch combines FSC-certified paper laminated with cellulose and biopolymer films, and the zipper is also compostable, made from polylactic acid (PLA). Developed in partnership with [SmartSolve](#), the pods use a dissolvable, cellulosic film technology that replaces a portion of the polyvinyl alcohol (PVA) typically found in dissolvable films. Each pod reduces PVA plastic* by 38% compared to a standard pod.

*Grove Toilet Cleaner Pods Reduce PVA, [Packaging World](#), 2025



PRODUCT SPOTLIGHT

Crafted with a Cause

This limited edition Spring 2025 Collection highlights our work with 5 Gyres and their pioneering research, including their first-ever Global Estimate of Marine Plastic Pollution.

Each limited edition item celebrates the beauty and power of our world's oceans, bringing your senses to the sea with two natural origin fragrances, and designs inspired by our dramatic, unique coastlines. Plus, it's all packaged in infinitely recyclable aluminum, glass bottles, and recycled and recyclable paper.

Grove Co. partnered with renowned pattern designer Amy McCreedy to bring this collection to life. Amy is known for her intricate and vibrant designs that blend illustrated motifs with modern aesthetics.



PARTNERSHIPS

Combating Plastic Pollution



5 GYRES
SCIENCE TO SOLUTIONS

Since 2019, Grove has donated more than \$100,000 to 5 Gyres, a non-profit organization dedicated to understanding and combating plastic pollution and its threat to human health.

More than 11 million metric tons of plastic leak into our oceans every year, threatening marine ecosystems, contaminating our food, and impacting human health as microplastics make their way into our bodies.¹

Microplastics Research & Advocacy

5 Gyres' mission is to drive innovative solutions to plastic pollution through science, advocacy, and community.

Founded in 2009 by Anna Cummins and Dr. Marcus Eriksen, 5 Gyres has been pioneering research, including the first-ever Global Estimate of Marine Plastic Pollution, to reveal the widespread presence of

microplastics across all five subtropical gyres — vast, slow-moving accumulation zones created by circular ocean currents, wind patterns, and the Earth's rotation.

Recognizing that this “plastic smog” can't be effectively cleaned up, 5 Gyres leads with science to drive upstream solutions that prevent plastic pollution at the source.

Since 2019, Grove Collaborative has donated \$100,000+ to 5 Gyres, which has supported the publication of 19 research papers and engagement on 220+ legislative bills, empowering action against the global health crisis of plastic pollution.

¹[Minderoo-Monaco Commission on Plastics and Human Health \(2023\)](#), ^{**}[A Poison Like No Other | 5 Gyres](#).

Partnering to Protect People & Planet

As plastics break down in our oceans and environment, they create microplastics and nanoplastics that have been found throughout the human body. Unlike other pollutants, plastics can contain 10,000 different chemicals, many of which are linked to diseases like diabetes and cancer.^{**} Grove and 5 Gyres are working together to revolutionize an industry built on plastic by offering an assortment of reduced plastic offerings for customers' everyday home essentials. Together, we're making going Beyond Plastic™ easier and more accessible. Only by turning off the plastic tap can we protect our oceans and, potentially, our own bodies.



Healthier Homes

Our products set the standard for health and wellness.



ENCOURAGING HEALTHIER HOMES

Protecting People and Planet

Sustainability isn't just about safeguarding the planet — it's also about caring for the people who use our products.

Everyday essentials that we use in our homes touch both human and environmental health, and the choices we make can either support our health and well-being, or expose us to harmful chemicals and materials.

In 2025 and beyond, our priority is to focus our efforts further into the intersection of human and environmental health, recognizing that a healthy home starts with the products we use and the ingredients and materials they contain.

Grove's commitment to human health means creating a higher standard for ourselves and our industry. What goes in or on your body, touches your skin, your food, and your family matters, and we seek to be the trusted source for safe products.

Our goal is simple: to help you create a healthier home without compromising on performance, convenience, human health, or the planet. Grove upholds strict human health standards across both our owned and third-party products, including Grove Co., and the 300+ carefully vetted brands spanning 80 categories available on Grove.com.



Product Vetting and Curation

We restrict ingredients associated with endocrine disruption, including phthalates, parabens, PFAS, and certain synthetic musks.

Ingredient Safety

Must be free from any of our banned ingredients prohibited by Grove due to potential health risks.

Material Standards

We constantly seek ways to minimize plastic in our products and packaging.

Advocacy

We support legislation for safer materials, ingredients, and stronger transparency standards.

Plastic Reduction

We prioritize products aligned with our Beyond Plastic™ standard, reducing plastic exposure in the home and minimizing the risk of chemical additives and microplastics.¹

Trusted

Certifications

Prioritizes third-party certifications, such as USDA Organic, GOTS, and EWG Verified, to validate safety claims.

Ingredient

Transparency

Full ingredient disclosure ensures customers know what's in their products.

¹ Home Planet Blog

ENCOURAGING HEALTHIER HOMES

Our Most Comprehensive Standards Yet

We've expanded Grove's ingredient standards to cover **10,000+ banned or restricted ingredients, including 3,000+ that are outright banned.**

Informed by leading EU safety frameworks

Our ingredient and safety standards are informed by leading European regulatory approaches — known globally for their precautionary, science-based rigor — and designed to evolve as new evidence emerges. In many categories, Grove's standards go beyond baseline U.S. regulatory requirements by:

- » Setting stricter ingredient exclusions
- » Applying tighter limits where ingredients are allowed
- » Reviewing evolving scientific evidence as it emerges



Many “clean” retail programs rely on short exclusion lists — often limited to personal care. We apply one of the most expansive ingredient standards in retail, across **every category we carry.**

WE RESTRICT INGREDIENTS LINKED TO:

Hormone disruption

We restrict ingredients associated with endocrine disruption, including phthalates, parabens, PFAS, and certain synthetic musks.

Microplastics & long-term

exposure

Restrictions on plastic content aimed at reducing exposure to microplastics that have been detected in human tissue, with long-term effects still under study.

Skin sensitivities & allergies

Stricter limits on known irritants like formaldehyde donors, harsh sulfates, and fragrance allergens.

Indoor & respiratory air concerns

Bans and limits on ingredients commonly associated with respiratory irritation — including ammonia, chlorine, quats, and high-VOC solvents — in cleaning and home products.

Hidden contaminants

Additional testing and tighter thresholds for impurities in sensitive categories like baby, food, wellness, and pet.

Company & Product Certifications

Sustainability certifications validate our high standards and foster trust with customers. As we transition to more sustainable materials, we rely on our certification bodies to help us maintain progress and standards.



RESPONSIBLE SOURCING

- Certified Cruelty Free
- Fair Trade Certified
- Sustainable Wild Harvest
- Fair Wild Certification
- UEBT Certified Sourcing
- Sustainably Sourced Palm Oil
- Child & Forced Labor-Free Mica



PROTECTING THE PLANET

- Certified Organic
- Regenerative Organic Certified
- Certified Biobased
- Climate Partner Certified
- ClimeCo Certified
- Rainforest Alliance Certified
- FSC® Certified Product
- FSC® Certified Packaging
- Upcycled Materials or Ingredients
- Tree-Free Materials
- Greenguard Gold Certified
- GOTS (Global Organic Textile Standard)
- GOLS (Global Organic Latex Standard)



HEALTH & INGREDIENTS

- EWG Verified
- MADE SAFE
- EPA Safer Choice
- Green Seal
- Cosmos Standard
- Clean Label Project Certified
- NSF Certified Sport
- National Eczema Certification
- Natural Origin Fragrance
- 100% Natural Fragrance
- Fragrance Free
- BPA-Free
- Certified Non-GMO
- cGMP Certified
- Oeko Tex
- Third-Party Verified



LOW-WASTE DESIGN

- Reusable
- Refill System
- Grove Recycling Program
- Certified Compostable Product
- Certified Compostable Packaging
- Compact Design
- Infinitely Recyclable Aluminum



EQUITY & IMPACT

- B Corporation
- 1% for the Planet
- Charitable Giveback
- Veteran Owned or Founded Business
- LGBTQ+ Owned or Founded Business
- BIPOC Owned or Founded Business
- Woman Owned or Founded Business



YOUR LIFESTYLE

- Vegan
- Vegetarian
- Certified Kosher
- Dairy Free
- Certified Gluten Free
- 9 Major Allergen Free
- No Added Sugar



BRAND PARTNERS & PRODUCTS

Our curated assortment of vitamins and supplements are vetted and approved by Grove Wellness Advisors.

Trusted by over 500,000 happy customers, our vitamins and supplements are hand-picked by leading health and industry experts at the guaranteed best price.

Our Wellness Experts



KIM CELMER, ND

Dr. Celmer is a Naturopathic Physician with over 25 years of experience in integrative primary care, specializing in age management, hormone optimization, and personalized health solutions. As the Owner, Partner, and Residency Program Director at the Institute of Complementary Medicine and a member of the Institute for Natural Medicine, she guides the Grove Wellness team in curating safe, effective, and high-quality wellness products.



EMILY GROCHOWSKI, MSN, RDN, CD, CLT, CFIN

Emily is a Certified Functional & Integrative Registered Dietitian Nutritionist with a B.S. in Molecular Biology from UW-Madison and an M.S. in Nutrition from Bastyr University. She applies her clinical expertise to help the Grove Wellness team select high-quality supplements that support health and well-being.

WE NEVER ALLOW:

- ❌ Artificial flavors
- ❌ Artificial dyes
- ❌ Artificial sweeteners
- ❌ High fructose corn syrup
- ❌ Unnecessary fillers
- ❌ Hydrogenated oils
- ❌ Petroleum by-products

WHENEVER POSSIBLE, WE CHOOSE:

- ✅ USDA Organic
- ✅ Non-GMO certified
- ✅ Gluten free
- ✅ Ethically Sourced Certified
- ✅ Fair Trade Ingredient Certified
- ✅ EWG Verified



BRAND PARTNERS & PRODUCTS

Higher Standards for Vitamins & Supplements

At Grove, every wellness product is reviewed by experts and screened for ingredients and materials that align with our strict standards — so you can feel good about what you rely on to feel your best.



VETTED FOR INGREDIENT INTEGRITY

Our 3,000+ banned ingredients ensure that our products have no artificial colors, flavors, or phthalates — all common in mainstream products.



NO UNNECESSARY EXTRAS

Our vitamins and supplements are free from artificial dyes, talc, titanium dioxide, and magnesium stearate.



LESS PLASTIC, FEWER MICROPLASTICS

We prioritize packaging options that reduce plastic waste and microplastic exposure.



Ancient Nutrition

B CORP CERTIFIED, THIRD-PARTY VERIFIED
Support healthy hair, nails, skin, joints, gut, and more¹ with 10 types of collagen from 4 real food sources.



8Greens

DAIRY-FREE & VEGAN
These supplements include a concentrated blend of greens developed and approved by Dr. Paula Trumbo, a former 15+ year FDA expert.



New Chapter

B CORP CERTIFIED, THIRD-PARTY VERIFIED
New Chapter delivers science-backed formulas, sustainably sourced with the highest quality organic and non-GMO ingredients.



True Grace

B CORP CERTIFIED, THIRD-PARTY VERIFIED
Each ingredient is carefully sourced and selected, providing nutrient density, optimized absorption, and utilization of key nutrients.

Nordic Naturals

RESPONSIBLY SOURCED
Nordic Naturals' products are research-supported, rigorously tested, and expertly formulated with Friend of the Sea (FOS) Certified fish oils.



Thorne

NSF CERTIFIED FOR SPORT®
Thorne raises the bar for supplements with clinical-grade formulas, transparent sourcing, and full label disclosure — all third-party tested.



¹Note: These statements have not been evaluated by the Food and Drug Administration. This product is not intended to diagnose, treat, cure or prevent any disease. Consult your physician before adding a dietary supplement to your diet.



Equity & Belonging

A sustainable future is an inclusive one.

EQUITY & BELONGING

Sustainability for All: Championing Diversity in Our Industry

Building a more sustainable world goes hand in hand with creating a more equitable one. As a Certified B Corporation, we are committed to conducting business with the wellbeing of people and the planet at the forefront. This means making safe, effective products accessible to all while celebrating founders and brands whose values align with ours.

Diversity and inclusion are central to how we operate. We partner with suppliers and brands from diverse backgrounds — whether for our Grove-owned products or third-party offerings — to foster an industry that reflects the world we serve. These partnerships not only enrich our product assortment but also drive equity within the consumer goods space.

Grove proudly partners with women, BIPOC, LGBTQ+, and veteran-owned, founded, or led business, ensuring our shelves reflect the diversity of our communities.

Together, we're building a more inclusive and sustainable future — one product at a time.

We define leadership as the individual having long-term control and management of the business, equity stake, and an active role in both strategic and day-to-day decision-making.



EQUITY & BELONGING

Supporting Diverse Brand Ownership & Leadership

We strive to intentionally dedicate shelf space and visibility to brands we love for their ingredient safety, sustainability, and performance, and we intentionally carry Certified B Corp brands with higher standards.



EQUITY & IMPACT

One major part of our sourcing strategy involves supporting a diverse mix of sustainable brands. Look for this icon to shop:

- B Corporation
- 1% for the Planet
- Charitable Giveback
- Veteran Owned or Founded Business
- LGBTQ+ Owned or Founded Business
- BIPOC Owned or Founded Business
- Woman Owned or Founded Business



Gear Hugger

BIPOC & LGBTQ-OWNED
Founder and CEO Sergio “Checo” Diaz created Gear Hugger to provide petroleum-free degreasers and lubricants for bikes, auto care, and garage essentials.



Murphy's Naturals

VETERAN-OWNED & B CORP CERTIFIED
U.S. Navy Veteran Philip Freeman founded Murphy's Naturals to champion practical, outdoors-first products made with essential oils.



Henne Organics

BIPOC & WOMAN-OWNED
Founded by Laura Xiao, Henne Organics creates makeup from high-quality, organic ingredients like castor oil, coconut oil, and avocado oil.

Terra Beauty

BIPOC, WOMAN & VETERAN-OWNED
Founded by three Latina sisters and their mom in Florida, Terra Beauty's personal care products are vegan and cruelty-free.



Ahimsa

BIPOC & WOMAN-OWNED
Founder Dr. Mantravadi is a South Asian American board-certified pediatrician whose MADE SAFE® stainless steel dishes are free from forever chemicals.



Piper Wai

BIPOC & WOMAN-OWNED
A Black, woman-owned business, Piper Wai creates everyday hygiene essentials that are certified vegan, cruelty-free, and don't contain common pollutants.



HEALTH & BENEFITS

Caring for Our People: Resources for Employee Well-Being and Success



Our mission to create a healthier, more sustainable future extends beyond the products we offer and the planet we protect — it includes the well-being of every employee who helps bring our mission to life.

We're committed to providing comprehensive benefits that prioritize the health, happiness, and financial security of our team. From robust healthcare plans and generous parental leave to mental health resources and flexible work options, our benefits are designed to meet the diverse needs of our employees and their families.

In addition to traditional benefits, whether it's through wellness initiatives or team-building activities, we're constantly investing in ways to support our employees' growth and happiness.

Here are some of the benefits and opportunities we provide to people who join our teams, either at our corporate offices, remote staff, or our two fulfillment centers in Nevada and Pennsylvania.

| EMPLOYEE BENEFITS | CORPORATE OFFICE | FULFILLMENT CENTER | PART TIME |
|---|------------------|--------------------|-----------|
| HEALTH, DENTAL, AND VISION INSURANCE & TELEHEALTH | ✓ | ✓ | |
| WELLNESS PROGRAM | ✓ | ✓ | ✓ |
| HEALTH & DEPENDENT CARE TAX-FREE SPENDING ACCOUNTS | ✓ | ✓ | |
| PAID LIFE & DISABILITY INSURANCE | ✓ | ✓ | |
| ACCESS TO (IN)FERTILITY RESOURCES | ✓ | ✓ | |
| PAID PARENTAL LEAVE | ✓ | ✓ | |
| TAX-FREE COMMUTER BENEFITS | ✓ | ✓ | |
| 401(K) PLAN | ✓ | ✓ | ✓ |
| PAID VACATIONS, HOLIDAYS, AND OTHER TIME-OFF PROGRAMS | ✓ | ✓ | ✓ |

SOCIAL COMPLIANCE

Building a Better Supply Chain: Safe, Fair, and Responsible

The rise of customerism and quick-to-market products at cheap prices often comes at the expense of equitable labor practices. At Grove, we are committed to a transparent supply chain that upholds ethical standards, fair labor practices, and safe working conditions for everyone involved in making our Grove Co. products.

We work with suppliers worldwide — including the U.S., Canada, China, and India — and require all direct finished goods producers in non-low-risk countries (as defined by Amorfi) to undergo regular audits based on Amorfi's BSCI Standard. These audits ensure social compliance, protect worker rights, and promote continuous improvement across our supply chain.

Partnering closely with our suppliers, we strive to elevate standards, foster safe and healthy workplaces, and maintain accountability throughout every step of production. Our commitment extends beyond compliance, driving meaningful progress toward a more equitable and responsible supply chain.

We Evaluate Our Producers On:

1. Social management system and cascade effect
2. Worker involvement and protection
3. The rights of freedom of association and collective bargaining
4. No discrimination, violence, or harassment
5. Fair remuneration
6. Decent working hours
7. Occupational health and safety
8. No child labor (zero tolerance)
9. Special protection for young workers
10. No precarious employment
11. No bonded, forced labor or human trafficking (zero tolerance)
12. Protection of the environment
13. Ethical business behavior

Our Audit Process

- 1. Code of Conduct**
We conduct a Workers' Sentiment Survey and have our producers sign Grove's Code of Conduct.
- 2. Audit**
We request a semi-announced BSCI audit with a leading business risk and sustainability solutions provider. We provide the producer with a 4-week time frame in which the audit could take place, but no specific date or time.
- 3. Corrective Action Plan**
Once the audit takes place and the report is reviewed, we share details and develop a Corrective Action Plan.
- 4. Check-In**
We check in to ensure any trainings, corrective, and preventative actions are completed.
- 5. Follow-Up**
If required, we conduct follow-up audits in an appropriate time frame.



Giving & Donations

As a mission-driven company, we're dedicated to making a meaningful impact through employee volunteering, philanthropic initiatives, and product donations.

We support causes that protect healthy forests, oceans, and ecosystems, while also championing social justice and uplifting the communities where we live and work.

Guided by our core values, we focus our giving where it can create the greatest positive change. Our charitable giving efforts are centered around two key pillars: environmental sustainability and community well-being.

Each year, Grove contributes both cash and in-kind donations to carefully selected nonprofit and community partners.

We believe that giving is most powerful when it's personal, which is why we encourage employee-directed donations whenever possible. This approach ensures that our team can support the causes they care about most.

Transparency matters to us. That's why we disclose our donations annually, with further details provided in the Appendix of this report.



2025 Giving
at a Glance

\$41,500

TOTAL CASH DONATIONS

\$12,000

TOTAL SITE CREDIT

\$273,923

TOTAL IN-KIND DONATIONS

\$327,423

TOTAL 2025 DONATIONS



Forests & Fiber

We make it simple to shop tree-free.



Grove Co.TM
100% Sustainably Grown Bamboo Pesticide-Free Plastic-Free
Tree-Free Tissues
Soft. Strong. Sustainable. A branch above.
NO ADDED DYES, INKS OR SCENTS
75 TISSUES
3-ply sheets
7.4" x 8.2"
(18.8 x 20.8cm)
3 SOFT & THICK LAYERS

Grove Co.TM
100% Sustainably Grown Bamboo Pesticide-Free Plastic-Free
Tree-Free Toilet Paper
We are protecting our forests together
More than 90,000 trees are cut down every day just to make paper towels and toilet paper, and it takes about 20 years for each tree to grow back.
Bamboo makes paper that's soft, strong, and absorbent and takes only three months to grow.
Soft. Strong. Sustainable. A branch above.
NO DYES, INKS OR BPA
PLUSH 3-PLY!
4 ROLLS
177.7 SQ. FT (16.5m²)
400 3-ply sheets/roll
3.9 IN x 4.1 IN (9.9 cm x 10.4 cm)
MEGA
4 ROLLS =
16
REGULAR ROLLS*

OUR COMMITMENT TO CONSERVATION

Forests Are Our Future

Our commitment to protecting the lungs of our planet.

Forests are the foundation of life on Earth. They absorb carbon, purify air and water, and provide habitats for countless species. Over the past two decades, the world has lost approximately 250 million acres of forest, with an even larger area suffering degradation. Most of this loss is linked to a handful of commodities, widely found in household products¹ which use wood pulp. One primary source is the Canadian boreal forest — the largest intact forest on Earth.²

Many well-known brands use virgin forest fibers as a raw material for their products — contributing to large-scale deforestation and biodiversity loss, and putting the climate at odds with global consumption. Stabilizing our climate and safeguarding biodiversity requires protecting what forest remains, restoring what's been lost, and transitioning away from extractive industries that rely on virgin forest fibers.

¹ NRDC

² NRDC

At Grove, we protect forests by creating products that prioritize recycled, certified, and alternative materials — ensuring they are sustainable, rigorously vetted, and designed to minimize impact on our ecosystems.

PAPER WITHOUT THE PRICE OF DEFORESTATION

Our best-selling Grove Co. paper products are tree-free, proving that environmental sustainability and customer satisfaction can go hand in hand. Made with fast-growing, renewable bamboo, Grove Co. is more sustainable than conventional household paper, and it doesn't compromise on performance. Bamboo regenerates quickly — some species grow up to three feet per day — making it a highly renewable resource that requires less land, water, and pesticides compared to trees.



Grove Co. paper products are also 100% FSC-certified and free from harmful bleaches and fragrances.

While our efforts drive meaningful change, widespread reliance on virgin forest fibers remains a systemic issue that requires partnership to spur industry-wide action.

We multiply our impact by supporting community partnerships in active protection and conservation.

See the following page for details.

SUPPORTING INDIGENOUS NATIONS IN CONSERVATION

Our Multi-Year Commitment to The Nature Conservancy

Between Jan 1, 2023 and Dec 31, 2030, Grove will contribute \$1,500,000 to The Nature Conservancy's Emerald Edge Conservation Program.

With The Nature Conservancy (TNC), we are supporting conservation led by Indigenous Nations and local communities to safeguard the Emerald Edge region's climate mitigation capacity, rich biodiversity and social and economic well-being of the peoples who live within it.

BRINGING COMMUNITIES TOGETHER TO HEAL LANDS, WATERS AND PEOPLE

The Nature Conservancy's Emerald Edge program hosted its sixth annual Project Accelerator in 2025, bringing together

five teams of Indigenous and community leaders from across the Emerald Edge region. Attendees gained insights on how to advance to the next phases of their projects, including the protection and management of large cedar trees in the Tongass National Forest — trees that hold deep cultural significance for many First Nations in Southeast Alaska, providing materials for clothing, canoes, art and more.

PROTECTING WETLANDS IN OREGON

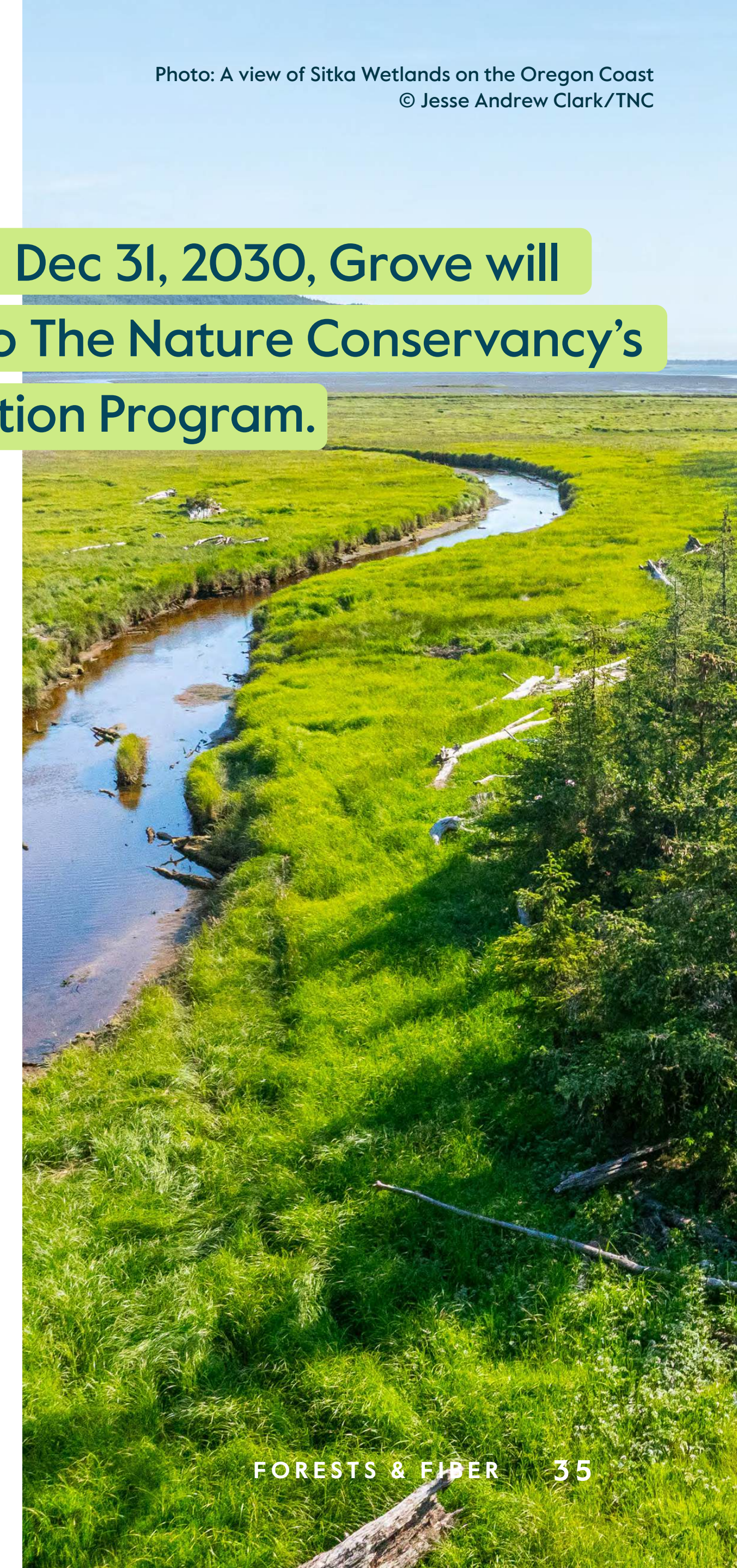
Sitka spruce wetlands were once widespread along the Oregon coast but have declined by more than 90 percent. The Nature Conservancy and the Lower Nehalem Community Trust closed on the acquisition of a 19-acre property along Nehalem Bay, Oregon, a treasure of thriving Sitka spruce wetland that stores carbon and provides vital habitat for salmon.

SUPPORTING RESTORATION AND STEWARDSHIP OF XUNAA (HOONAH) TRADITIONAL LANDS

The Nature Conservancy is an active partner of the Hoonah Native Forest Partnership, an effort to restore and steward Xunaa Káawu traditional lands in Southeast Alaska. In 2025, Indigenous stewardship crews restored salmon streams near their community and updated road monitoring for emerging threats to stream health and access for generations to come.

Looking forward, the Emerald Edge program and Grove are focusing on deepening connections with communities, landscapes and waterways across borders — partnering with Indigenous peoples and communities to restore lands, safeguard waters, sequester carbon and protect biodiversity.

The purchase of Grove Co. products will not result in an additional contribution to TNC. The mission of The Nature Conservancy is to conserve the lands and waters on which all life depends. More information about TNC is available by mail at 4245 N Fairfax Dr, Ste 100, Arlington, VA 22203, USA, by phone at 1-800-628-6860 or at nature.org.





Climate Action & Emissions

We're decarbonizing
across our value chain.

Breaking Down Our Carbon Emissions

In 2025, we were proud to have our science-based targets approved by SBTi. Using a 2023 baseline, we partnered with Gravity Climate to measure our carbon footprint and establish a path toward decarbonization wherever possible. Measurement is critical, but what truly matters is how we act on the data — using it to drive meaningful reductions, improve efficiency, and implement sustainable solutions across our operations and supply chain.

97%

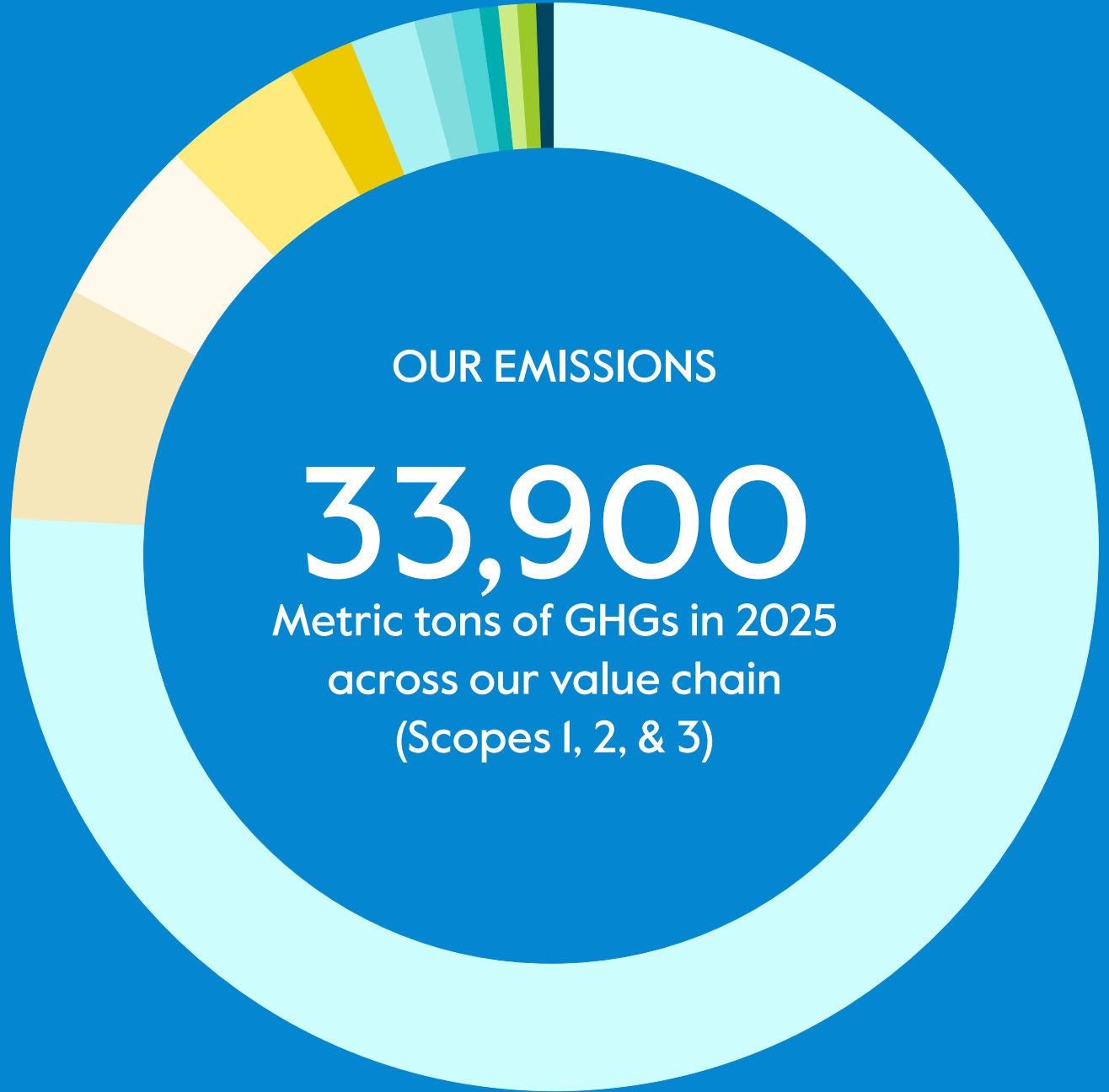
Of emissions came from Scope 3 (our value chain) in 2025

2%

Of emissions came from Scope 1 (direct operations) in 2025

1%

Of emissions came from Scope 2 (indirect operations) in 2025



| | | |
|-------|--|-----------|
| 76.0% | Purchased goods/services (Scope 3 materials and production) | 25,605 MT |
| 7.0% | Upstream transportation (Scope 3 transport from suppliers) | 2,376 MT |
| 5.0% | Downstream transportation (Scope 3 transport to customers) | 1,615 MT |
| 4.0% | Product end-of-life (Scope 3 product reuse, recycling, landfill, etc.) | 1,538 MT |
| 2.0% | Fuel & energy in our facilities (Scope 1 emissions) | 628 MT |
| 2.0% | Employee commuting (Scope 3 commuting & remote work) | 586 MT |
| 1.0% | Location-based indirect energy (Scope 2 emissions) | 364 MT |
| 1.0% | Waste from operations (Scope 3 waste treatment and disposal) | 303 MT |
| 0.5% | Use of sold products (Scope 3 direct use-phase emissions) | 273 MT |
| 0.5% | Fuel & energy-related activities (Scope 3 not included in Scope 1/2) | 247 MT |
| 0.5% | Capital goods (Scope 3 long-term assets) | 198 MT |
| 0.5% | Business travel (Scope 3 air, car, hotel) | 167 MT |

METHODOLOGY: An assessment of all relevant Scope 3 categories has been conducted and all emissions quantified through the help of Gravity Climate, a leading carbon and energy management platform. Scope 3: Use of Sold Products (Indirect Use Phase) has been excluded from reporting due to lack of primary data and/or direct mitigation opportunities. This Scope 3 category is also excluded from Grove's 2023 SBTi GHG inventory and Science Based Targets. Emissions from Scope 2 based on location-based calculations. We participate in renewable energy programs with our utility providers whenever possible, and the remainder of market-based emissions are offset through the purchase of Renewable Energy Credits (RECs) and Power Purchase Agreements (PPAs).

Our Science-Based Climate Commitments

At Grove, we believe businesses have a responsibility to lead the way in addressing the climate crisis.

That's why we're proud to announce that our science-based targets (SBTs) have been officially approved by the Science Based Targets initiative (SBTi) — a major first step in our commitment to reduce our company emissions.

We recognize that the majority of our carbon footprint comes from both upstream and downstream sources, not just our own operations. Collaboration must be at the heart of our strategy, so this year and beyond we are focused on actively engaging our suppliers to help drive emissions reductions across the industry.

Holding Ourselves Accountable

Setting these targets is only the beginning. What matters most is what we do with this data and how we use it to drive measurable progress. We're committed to transparency and accountability, publishing annual updates so our customers, partners, and investors can track our progress and hold us to our commitments. The urgency of the climate crisis requires bold, science-based action, and we're proud to be among the companies setting the bar for sustainability in our industry. On the following page, we've outlined our plan through 2030 to achieve our approved science-based targets.

We've set bold, measurable targets to reduce our emissions across our operations and supply chain:

1. Reduce Scope I GHG emissions by 42% by 2030 (from a 2023 baseline).

ENERGY EFFICIENCY:
In 2025, we engaged our operations teams to identify potential efficiency improvements in 2 warehouses.

2. Continue sourcing 100% renewable electricity annually through 2030.

CLEAN POWER & RECS:
In 2025, we purchased RECs and participated in NV GreenEnergy Rider and Clean PowerSF SuperGreen Saver programs.

3. Ensure 88.5% of our suppliers (by emissions from purchased goods and services) have science-based targets by 2029.

GROVE IMPACT NETWORK:
In 2025, we launched a network to help brands and suppliers accelerate measurable climate progress across our supply chain.

4. Ensure 21.5% of our suppliers (by emissions from upstream transportation & distribution) have science-based targets by 2029.

SUPPLIER ENGAGEMENT:
In 2025, we began outreach to co-develop climate goals and strategies for emissions reduction with our largest suppliers.

CARBON OFFSETS

High-quality carbon offsets are a meaningful way to mitigate impact in the short-term.

We recognize that verifiable carbon credits don't absolve us of the responsibility to reduce our own emissions, nor should they serve as a standalone solution for achieving climate goals. However, as a company without direct control over manufacturing or delivery fleets, carbon credits provide a practical way for us to drive short-term impact as we work toward achieving our science-based targets. Since 2020, we are proud to have carbon neutral customer shipping, facilities, waste in operations, employee commuter and remote work program, and business travel.

> Renewable Energy Credits

PROXIMITY Invest within same state or country

TRANSPARENCY Invest in projects accounted for via public registry to avoid double-counting

ADDITIONALITY

- Add new renewable energy to the grid to maximize impact
- Move toward bundled RECs versus unbundled (REIOO Buyer's Principles)
- Purchase from new generators within high-fossil-fuel grids
- Align purchases with broader SDGs and social impact

> Offsets

VERIFIABILITY Move toward third-party or global standard

METHODOLOGY Invest in projects with established, public methodologies

TRANSPARENCY Invest in projects accounted for via public registry to avoid double-counting

COMMUNITY LED Projects should be led by and directly benefit Indigenous or local communities

NATURE BASED Prioritize nature-based projects that protect wild places

These checklists show the methodology we use to source offsets and renewable energy credits (RECs), led by our objectives to protect wild places and Indigenous territories. For more information on the projects Grove supports, please see our [Carbon Disclosures](#) page.

2025 GHG Emissions: mtCO₂e

| EMISSIONS CATEGORY | NO OFFSETS | WITH OFFSETS |
|--|---------------|---------------|
| Scope 1 | 628 | 0 |
| Scope 2 | 364 | 0 |
| Scope 3: Purchased Goods & Services | 25,605 | 25,605 |
| Scope 3: Capital Goods | 198 | 198 |
| Scope 3: Fuel & Energy Related Activities | 247 | 247 |
| Scope 3: Upstream Transport/Distribution | 2,376 | 2,376 |
| Scope 3: Waste Generated in Operations | 303 | 0 |
| Scope 3: Business Travel | 167 | 0 |
| Scope 3: Employee Commuting & Remote Work | 586 | 0 |
| Scope 3: Downstream Transport/Distribution | 1,615 | 0 |
| Scope 3: Use of Sold Products (Direct) | 273 | 273 |
| Scope 3: End of Life Treatment | 1,538 | 1,538 |
| TOTAL SCOPE 1, 2 & 3 EMISSIONS | 33,900 | 30,237 |

METHODOLOGY: An assessment of all relevant Scope 3 categories has been conducted and all emissions quantified through the help of Gravity Climate, a leading carbon and energy management platform. Scope 3: Use of Sold Products (Indirect Use Phase) has been excluded from reporting due to lack of primary data and/or direct mitigation opportunities. This Scope 3 category is also excluded from Grove's 2023 SBTi GHG inventory and Science Based Targets. Emissions from Scope 2 based on location-based calculations. We participate in renewable energy programs with our utility providers whenever possible, and the remainder of market-based emissions are offset through the purchase of Renewable Energy Credits (RECs) and Power Purchase Agreements (PPAs).

Open Sourcing Our Approach to Sustainable AI Measurement

In 2025, we launched a new approach to sustainable AI measurement through an expanded partnership with our carbon accounting platform Gravity.

The formula, created by Gravity, uses compute time, server power, and grid emissions factors to determine AI-related carbon emissions. A baseline understanding of the environmental impact of AI adoption gives us the information needed to explore mitigation and reduction strategies so that sustainability and innovation can advance together.

We want to use AI as a force for good without ignoring its environmental cost by measuring our AI-related carbon footprint, disclosing and mitigating our environmental impact, and using an open-source measurement approach so that industry can simultaneously pursue both innovation and environmental responsibility. Grove is currently using AI to enhance workflow and project management, streamline content and creative development, and improve predictive modeling to better meet customer needs.

Using this formula and based on the best available data from large language model providers today, Grove and Gravity calculated that Grove's 2025 AI-related carbon footprint is 20.5 metric tons of CO₂e.

While the footprint of this AI usage is small relative to Grove's overall carbon impact, we recognize the broader environmental risks of AI adoption, including increased energy and water usage, electronic waste, and greenhouse gas emissions that contribute to climate change. This estimate is conservative given Grove's current AI tool usage, reflecting a higher usage than what we are leveraging today as we continue to test, learn about, adopt, and scale new tools. With increased adoption, we expect emissions to grow proportionally and will continue to measure and mitigate the impact of those emissions.

Total power usage, multiplied by grid emission factors, calculate an AI task's CO₂e emissions.

AI Measurement Methodology

This time-based approach calculates an AI task's CO₂e emissions based on the server's operating time and power draw required by the given task.



Compute Time

The time a server spends working your request.

X



Server Power

The power of the server(s) that process your request.

X



Grid Emission Factor

The carbon emitted per unit of energy delivered by the grid where the server is located (CO₂e/kWh).

=



CO₂e per LLM Inference Task



APPENDIX

Reporting and Disclosures

Transparency is the foundation of trust. As a company committed to sustainability and ethical business practices, sharing the progress we make and the challenges we face are essential for holding ourselves accountable and driving meaningful change.

We report through recognized frameworks like the Task Force on Climate-related Financial Disclosures (TCFD), the Sustainability Accounting Standards Board (SASB), and our broader ESG reporting. These frameworks not only ensure that we're measuring and communicating our impact with clarity and consistency but also empower our customers, partners, and other stakeholders to make informed decisions. By openly disclosing our environmental, social, and governance performance, we're reinforcing our commitment to continuous improvement and leading our industry by example.

The following pages disclose our ESG metrics as well as annual reporting to SASB, TCFD, and U.N. Sustainable Development Goals.

ESG Metrics: Plastic

PLASTIC INTENSITY

| LBS OF PLASTIC PER \$100 NET REVENUE | 2025 | 2024 | 2023 | 2025 Δ VS. 2024 |
|--------------------------------------|------|------|------|-----------------|
| Grove.com + Retail | 0.90 | 1.05 | 1.10 | -14% |
| Grove Owned Brands | 0.93 | 1.11 | 1.11 | -16% |
| Grove Third-Party Brands | 0.87 | 1.01 | 1.10 | -14% |

PLASTIC METRICS

| GROVE.COM + RETAIL | 2025 | 2024 | 2023 | 2025 Δ VS. 2024 |
|---------------------------------------|-----------|-----------|-----------|-----------------|
| Plastic Footprint (lbs) | 1,523,103 | 1,957,596 | 2,572,606 | -22% |
| % Refillable or Reusable ¹ | 20% | 17% | 15% | +18% |

| BEYOND PLASTIC™ | % OF SKUS | % NET REVENUE 2025 | % OF SKUS | % NET REVENUE 2024 | % OF SKUS | % NET REVENUE 2023 |
|-----------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|
| GROVE CO. | 2025 | 2025 | 2024 | 2024 | 2023 | 2023 |
| 100% PLASTIC-FREE | 13% | 32% | 15% | 26% | 17% | 25% |
| REDUCE PLASTIC WASTE | 50% | 38% | 51% | 35% | 46% | 32% |
| NO SINGLE USE PLASTIC | 13% | 6% | 15% | 7% | 16% | 9% |
| NO BADGE | 24% | 24% | 19% | 32% | 20% | 34% |
| TOTAL | 100% | 100% | 100% | 100% | 100% | 100% |

PLASTIC METHODOLOGY: ¹ Percent of total product count that is refillable or reusable. In 2023, we adopted an expanded definition of “plastic” that includes polyvinyl alcohol (PVA and PVOH), silicone, and plastic liners and resins with aluminum packaging to ensure the highest level of inclusivity and transparency in our plastic reporting. In 2025, we expanded our marketplace by more than 40%, adding over 100 brands, which decreased our overall percentage of Beyond Plastic™ SKUs, despite increasing our percentage of Beyond Plastic™ net revenue. We remain committed to transparency in our plastic reporting, and will continue to report on year-over-year progress even as we expand our marketplace.

ESG Metrics: Scope 1-3 Carbon Emissions

EMISSIONS BY SCOPE AND YEAR

| GHG EMISSIONS (mtCO ₂ e) | 2025 | 2024 | 2023 |
|-------------------------------------|------|------|------|
| Scope 1 | 628 | 556 | 643 |
| Scope 2 ¹ | 0 | 0 | 0 |

RENEWABLE ENERGY CREDITS (RECS)

| UNITS PURCHASED | 2025 | 2024 | 2023 |
|-----------------|-----------------------|----------|----------|
| RECs | 506 RECs ³ | 736 RECs | 864 RECs |

SCOPE 3 2025 GHG EMISSIONS²

| EMISSIONS CATEGORY AND NUMBER | NOTES | 2025 GHG EMISSIONS (mtCO ₂ e) | |
|---|---|--|--------------------------|
| | | TOTAL EMISSIONS | NET EMISSIONS W/ OFFSETS |
| I: Purchased Goods & Services | Production and sale of products, i.e. suppliers, including capital goods. | 25,605 | 25,605 |
| 2: Capital Goods | Purchased equipment, machinery, and infrastructure investments. | 198 | 198 |
| 3: Fuel & Energy Related Activities | Extraction, production, transportation of fuels and energy not accounted for in Scope 1, 2. | 247 | 247 |
| 4: Upstream Transportation & Distribution | To/from supply chain and operation, and facilities. | 2,376 | 2,376 |
| 5: Waste Generated in Operations | Disposal and treatment of waste from Grove facilities. | 303 | 0 |
| 6: Business Travel | Employee transportation for business. Includes air, car, rail & hotel. | 167 | 0 |
| 7: Employee Commute and Remote Work | Employee transportation between homes & workspaces. | 586 | 0 |
| 9: Downstream Transportation & Distribution | To/from Grove facilities to end customer. | 1,615 | 0 |
| II: Use of Sold Product (Direct Phase) | Direct emissions generated when customers use the product as intended. | 273 | 0 |
| I2: End of Life Treatment | Product waste disposal (e.g., landfilling, incineration, and recycling). | 1,538 | 1,538 |
| | Total Scope 3 Emissions (mtCO₂e): | 32,908 | 29,964 |

1. Emissions from Scope 2 reported at zero, based on our participation in renewable energy programs or Power Purchase Agreements (PPAs) with our utility providers. The remainder of location-based and market-based emissions are offset through the purchase of Renewable Energy Credits (RECs). 2. An assessment of all relevant Scope 3 categories has been conducted and all emissions quantified through the help of Gravity Climate, a leading carbon and energy management platform. Scope 3: Use of Sold Products (Indirect Use Phase) has been excluded from reporting due to lack of primary data and/or direct mitigation opportunities. This Scope 3 category is also excluded from Grove's 2023 SBTi GHG inventory and Science Based Targets. 3. RECs were purchased to offset the remainder of market-based emissions in Scope 2.

ESG Metrics: Energy and Waste

| ENERGY USE | 2025 | 2024 | 2023 |
|---------------------------------|---------------|-----------|-----------|
| Fulfillment Centers and Offices | | | |
| Electricity ¹ (kWh) | 1,264,270 kWh | 1,326,000 | 1,474,000 |
| Natural Gas (kWh) | 2,908,120 kWh | 3,039,096 | 3,236,445 |
| Total (kWh) | 4,172,390 | 4,365,096 | 4,710,445 |
| GHG (mtCO ₂ e) | 992 | 995 | 1,116 |

| WASTE DIVERSION | 2025 | 2024 | 2023 |
|---------------------------------|------|------|------|
| Fulfillment Centers and Offices | | | |
| Diversion Rate | 66% | 56% | 60% |

| E-WASTE | 2025 | 2024 | 2023 |
|------------------------|------|------|------|
| E-Waste Recycled (lbs) | 254 | 79 | 96 |

¹ Emissions from electricity based on location-based calculations.

ESG Disclosures: Giving & Donations

GROVE CO. CORPORATE GIVING 2025

Grove corporate giving fell into the following categories:

- **Annual Donations:** Corporate non-profit partners, including 5 Gyres
- **Social Impact:** Donations to Active Minds and Toxic Free Futures as part of our annual holiday donations and selected by Grove employees
- **Environmental Impact:** Donations made to the Surfrider Foundation as part of our annual holiday donations and selected by Grove employees

IN-KIND DONATIONS 2025

Donations of Grove products to the following recipients:

| | |
|-----------|---|
| \$273,923 | Product donated to the Violet Project, Hygiene Hookup, LGBTQ Center of Durham, Tranzmission, Planned Parenthood Keystone, The DC Center, HIPS, FreeFrom, Fair Help Missions, and Pennsylvania Food Bank |
|-----------|---|

SITE CREDIT DONATIONS 2025: \$12,000

Each month Grove extends site credits valued at \$500, given to fulfill charitable requests on behalf of registered non-profit organizations. Organizations include, but are not limited to, Roc Solid Foundation, The Healthy Earth, and Ronald McDonald House Northern Nevada.

SASB Reporting 2025: Multiline Retail

| TOPIC | ACCOUNTING METRIC | CATEGORY | UNIT OF MEASURE | CODE | GROVE CONTACT | RESPONSE | REFERENCES |
|--|--|-------------------------|------------------------------------|--------------|---------------------|---|---|
| Energy Management in Retail & Distribution | 1. Total energy consumed, 2. percentage grid electricity 3. percentage renewable | Quantitative | Gigajoules (GJ), Percentage (%) | CG-MR-130a.1 | Sustainability Team | 1. 15,021 GJ (4,172,390 kWh) 2. 100% 3. We purchase renewable energy through our utility providers at all locations available. For the remainder of our energy use, we purchase Renewable Energy Credits (RECs) to achieve carbon neutral facilities. | See Pages 37-40 (Climate Action & Emissions) for further reporting. |
| Data Security | Description of approach to identifying and addressing data security risks | Discussion and Analysis | N/A | CG-MR-30a.1 | Technology Team | Grove has data security policies & procedures in place that provide guidance around cybersecurity and risk management requirements. The policies align with industry standards and regulatory requirements such as PCI-DSS, NIST-CSF, the SEC Cybersecurity Rules for Public Companies, and applicable data privacy regulations. Technology Data Security Risk: <ul style="list-style-type: none"> • Vulnerability Identification: Grove identifies vulnerabilities using vulnerability management tools and penetration tests. • Protective and Detective Measures: Grove has deployed cybersecurity controls and technologies to protect data and systems appropriately. Examples include Web Application Firewall, Logging, Network Monitoring, Encryption and Threat Detection. • Information Risk Management: Grove has an Information Risk Management Policy, and a Risk Register that provides the inherent risks native to Grove's business. The IT/Security team identifies risks through various methods including third-party engagements, project reviews, compliance assessments and audits. | See Grove Privacy Policy for further reporting. |



SASB Reporting 2025: Multiline Retail (continued)

| TOPIC | ACCOUNTING METRIC | CATEGORY | UNIT OF MEASURE | CODE | GROVE CONTACT | RESPONSE | REFERENCES |
|---------------------------|--|-------------------------|------------------------|---------------|-----------------|---|---|
| Data Security (continued) | Description of approach to identifying and addressing data security risks | Discussion and Analysis | N/A | CG-MR-230a.1 | Technology team | <ul style="list-style-type: none"> Third-Party Risk Management: Grove has Third-Party Risk Management policies and procedures which are aligned against industry standards and regulations. The IT/Security team reviews third-party vendors when they are onboarded, upon contract renewal, when scope of work changes, or when the vendor is due for review in accordance with its tier, as defined by internal policies and procedures. Cybersecurity Awareness: Grove has a cybersecurity awareness program that provides employees with an understanding of the foundations of cybersecurity. The program includes an annual training and policies acknowledgment to ensure that employees understand their roles and responsibilities in protecting Grove data and systems appropriately. If a data security risk is realized, and an incident occurs, Grove has an Incident Response Plan, and a Business Continuity & Disaster Recovery Policy that include all the appropriate measures that the various Grove stakeholders have to take to be able to respond and recover from such incidents appropriately. | See Grove Privacy Policy for further reporting. |
| | 1) Number of data breaches, 2) percentage involving personally identifiable information (PII), 3) number of customers affected | Quantitative | Number, Percentage (%) | CG-MR-230a.2I | Technology team | 1. 0 2. 0 3. 0 | |

1 Disclosure shall include a description of corrective actions implemented in response to data breaches.

SASB Reporting 2025: Multiline Retail (continued)

| TOPIC | ACCOUNTING METRIC | CATEGORY | UNIT OF MEASURE | CODE | GROVE CONTACT | RESPONSE | REFERENCES |
|---------------------------------|--|--------------|------------------------------------|---------------------------|---------------|--|---|
| Labor Practices | 1) Average hourly wage 2) Percentage of in-store employees earning minimum wage, by region | Quantitative | Reporting currency, Percentage (%) | CG-MR-310a.1 | People team | We're proud to offer competitive wages and benefits for employees across our Corporate, Customer Care, Store and Fulfillment Center teams. Our Avg FC Hourly Rate is \$18.49. Our Avg CH Hourly Rate is \$18.59. All of our hourly employees are paid above the Federal and State minimum wages. | See Pages 28-32 (Equity & Belonging) for further reporting. |
| | 1) Voluntary and 2) involuntary turnover rate for in-store employees | Quantitative | Rate | CG-MR-310a.2 | People team | 1. Fulfillment Center annual turnover rate: 130.34% 2. Customer Happiness annual turnover rate: 66.67% | |
| | Total amount of monetary losses as a result of legal proceedings associated with labor law violations | Quantitative | Reporting Currency | CG-MR-310a.3 ² | Legal team | Nothing to report for 2025. | |
| Workforce Diversity & Inclusion | Percentage of gender and racial/ethnic group representation for 1) management and 2) all other employees | Quantitative | Number, Percentage (%) | CG-MR-330a.1 ³ | People team | Grove provides equal opportunity for all employees and no employee may be discriminated against due to race, color, religion, gender identity, gender expression, sexual orientation, ancestry, national origin, age, marital or veteran status, or disability. | |
| | Total amount of monetary losses as a result of legal proceedings associated with employment discrimination | Quantitative | Reporting Currency | CG-MR-330a.2 ⁴ | Legal team | In 2025, Grove did not have any monetary losses in connection with mutual settlements and/or mediation agreements with claimants alleging labor law claims. | |

1 Disclosure shall include a description of corrective actions implemented in response to data breaches. 2 The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses. 3 The entity shall describe its policies and programs for fostering equitable employee representation across its global operations. 4 The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.



SASB Reporting 2025: Multiline Retail (continued)

| TOPIC | ACCOUNTING METRIC | CATEGORY | UNIT OF MEASURE | CODE | GROVE CONTACT | RESPONSE | REFERENCES |
|---|---|-------------------------|---|-----------------------------|---------------------|--|--|
| Product Sourcing, Packaging & Marketing | Revenue from products third-party certified to environmental and/or social sustainability standards | Quantitative | Reporting currency | CG-MR-410a.1 | Sustainability team | 93% | See Pages 10-20 (Beyond Plastic™) for further reporting. |
| | Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products | Discussion and Analysis | N/A | CG-MR-410a.2 | Owned brands team | Grove exists to provide safe and sustainable products, and relies on third-party certifications, such as USDA Biopreferred and USDA Organic, wherever possible. Our standards page details our “banned ingredients list” of prohibited chemicals. We lead with organic and plant based ingredients whenever available. | See Pages 22-26 (Healthier Homes) for further reporting. |
| | Discussion of strategies to reduce the environmental impact of packaging | Discussion and Analysis | N/A | CG-MR-410a.3 | Sustainability team | See Pages 10-20 for details on our packaging strategy, standards, metrics, and progress to reduce the environmental impact of packaging. | See Pages 10-20 (Beyond Plastic™) for further reporting. |
| Activity Metrics | Number of: 1. retail locations and 2. distribution centers | Quantitative | Number | MEASURE CODE CG-MR-000.A | Sustainability team | 1. No retail locations. 2. 2 Distribution centers located in Reno, NV; Elizabethtown, PA | |
| | Total area of: 1. retail space and 2. distribution centers | Quantitative | Reporting Currency Square feet (sq ft) | CG-MR-000.B | Sustainability team | 1. 0 sq feet 2. 340,800 sq ft fulfillment centers | |

TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

Grove TCFD Responses FY2025

As a B Corp and Public Benefit Corporation (PBC), our corporate sustainability ethos and sustainable product offerings are Grove's primary differentiators. As part of that value proposition, we pride ourselves on our industry leading work in sustainability around the areas most material to our business: plastic, carbon and forests.

Grove remains dedicated to aligning our foundational mission with traditional boundaries of ESG integration, and a path of more formalized oversight of climate-related risk as outlined by this framework. Since its inception, Grove has integrated principles of sustainability into business objectives and financial planning; materiality and the opportunity of addressing sustainability challenges is not a new undertaking for our leadership and our board. We look forward to this additional level of rigor, and further reporting on our progress as we share more on our developing strategy, oversight and management of climate-related risk.

In addition to these responses, which are part of our 2025 Sustainability Report, we encourage stakeholders to read our [2021](#), [2022](#), [2023](#) and [2024](#) Sustainability Reports.



TCFD Reporting FY2025

I. GOVERNANCE: DISCLOSE AN ORGANIZATION'S GOVERNANCE AROUND CLIMATE-RELATED RISKS AND OPPORTUNITIES.

REFERENCES

a. Describe the board's oversight of climate-related risks and opportunities.

Grove's board of directors has created a Sustainability, Nominating, and Governance Committee, composed entirely of independent directors, which directly oversees the Company's sustainability program and ESG strategy, including climate-related risks and opportunities.

See Pgs. 3-8 (CEO letter, strategy, tenets, and goals) for further reporting.

The purpose of the Committee is to carry out the responsibilities delegated by the Board relating to (i) the Company's director nominations process and procedures, (ii) the development, maintenance and recommendation to the Board of the Company's corporate governance policies, (iii) the oversight of the annual performance evaluation of the Board and its committees and management and (iv) the oversight of the Company's ongoing commitment to environmental stewardship, corporate social responsibility and sustainability. The Committee shall recommends directors to serve on all committees of the Board.

| COMMITTEE | CLIMATE OVERSIGHT | CLIMATE TOPICS ADDRESSED ANNUALLY |
|--|--|---|
| Board | Oversight of ESG risks and opportunities, including climate risk (both physical and transition risk) | <ul style="list-style-type: none"> Emissions / climate strategy, goals and progress Annual: sustainability report review, OKRs and sustainability roadmap |
| Audit Committee | Review of all ESG disclosures, particularly those related to updated SEC guidelines around emissions disclosures | <ul style="list-style-type: none"> Quarterly review of ESG-related disclosures made in earnings-related materials and annual sustainability report |
| Sustainability, Nominating and Governance Committee | Sustainability strategy and roadmap | <ul style="list-style-type: none"> Bi-annual review of sustainability program including all internal and external benchmarks |

TCFD Reporting 2025: Governance (continued)

| I. GOVERNANCE: DISCLOSE AN ORGANIZATION'S GOVERNANCE AROUND CLIMATE-RELATED RISKS AND OPPORTUNITIES. | REFERENCES |
|---|--|
| <p>b. Describe management's role in assessing and managing climate-related risks and opportunities.</p> | <p>See Pgs. 3-8 (CEO letter, strategy, tenets, and goals) for further reporting.</p> |
| <p>The body(s) or individual(s) at Grove take into account sustainability-related risks and opportunities by maintaining a comprehensive governance structure that integrates ESG considerations into the entity's overarching strategy, major transactions, and risk management processes.</p> | |
| <p>Grove's C-level executives directly oversee our sustainability team, annual roadmap, climate-related strategies, goals, and reporting and is directly involved with creating and approving Grove's emissions and sustainability goals. Our CEO is closely involved in setting and overseeing our sustainability and climate targets and strategies.</p> | |
| <p>Climate-related issues are monitored across our organization — from operations and supply chain emissions, to sourcing more recycled and responsibly sourced materials. The sustainability team partners with all of these teams and other key cross-functional partners across the organization to drive progress toward shared goals and to embed accountability for sustainability programs across departments.</p> | |
| <p>Sustainability is the key differentiating factor in Grove's business. Our sustainability strategy as it relates to our core business and operations is reported on during regular intervals at key leadership meetings and strategic working sessions to ensure that all departmental leaders have a baseline understanding of the topic and its relevance to their teams.</p> | |

TCFD Reporting 2025: Strategy

2. STRATEGY: DISCLOSE THE ACTUAL AND POTENTIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON AN ORGANIZATION'S BUSINESSES, STRATEGY, AND FINANCIAL PLANNING WHERE SUCH RISKS ARE MATERIAL.

REFERENCES

b. Describe management's role in assessing and managing climate-related risks and opportunities.

When considering climate-risk and Grove's primary opportunities to address and improve upon our industry, from the near to long-term, we have identified that the key material, climate-related risk factor (and opportunity for Grove to lead by providing an alternative) is addressing our industry's reliance on single-use plastic packaging, which is not aligned with a 1.5 DS and has clear climate risk through its link to fossil fuel extraction and manufacturing, in addition to the numerous hazards to human and environmental health associated with the plastic pollution crisis.

We take on operational and financial risk by prioritizing materials with the lowest environmental footprint as we face supply-chain shortages and potentially higher costs of alternative, non-plastic materials. We also realize that this is a primary "transitional" opportunity for Grove in terms of being an early adopter to the topic, and a brand whose customers are keenly focused on reducing both their plastic and carbon footprint through our offering of home essentials.

In addition to plastic, we view our central climate-related risks as forestry loss and industry-related deforestation. This focus on avoiding deforestation is central to our climate-related risks given the clear connection between forest conservation and planetary health. We take every assurance to ensure that our supply chain is deforestation-free, partially based on the climate-related risk associated with the loss of forests globally. These risks also define our key opportunities for leadership. (Continued on following page.)

For further reporting, see:

- Pgs. 3-8 (CEO letter, strategy, tenets, and goals)
- Pages 10-20 (Beyond Plastic™)
- Pages 34-35 (Forests & Fiber)
- Pages 37-40 (Climate Action & Emissions)

TCFD Reporting 2025: Strategy (continued)

| 2. STRATEGY: DISCLOSE THE ACTUAL AND POTENTIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON AN ORGANIZATION'S BUSINESSES, STRATEGY, AND FINANCIAL PLANNING WHERE SUCH RISKS ARE MATERIAL. | | REFERENCES |
|--|---|---|
| b. Describe management's role in assessing and managing climate-related risks and opportunities | The risks outlined on the previous page also define our key opportunities for leadership. For example: | |
| | Risk | Avoiding deforestation in our supply chain through industry partnerships with Canopy Planet, requirements around Forest Stewardship Certified (FSC®) fiber content. |
| | Opportunity | Creating ambitious commitments around reforestation (having planted 1M trees to date in partnership with Arbor Day) and forest protection (supporting conservation and local stewardship of 2M acres in Alaska including within the Tongass National Forest). |
| | Risk & Opportunity | Our pledge to decrease our footprint through a combination of mitigation, supplier engagement and carbon offsets purchased through Everland — which will provide Grove with Certified nature-based carbon offsets to maintain carbon neutral facilities, shipping, waste in operations, business travel, and employee commute and remote work. |
| | Opportunity | Avoiding deforestation and sourcing responsible, alternative fibers like bamboo help reduce the risk of supply chain disruptions from wildfires and reliance on forests for paper products, home essentials, and packaging. This approach also safeguards against over-harvesting and supports the long-term sustainable management of resources. |
| | | For further reporting, see: |
| | | <ul style="list-style-type: none"> • Pgs. 3-8 (CEO letter, strategy, tenets, and goals) • Pages 10-20 (Beyond Plastic™) • Pages 34-35 (Forests & Fiber) • Pages 37-40 (Climate Action & Emissions) |

TCFD Reporting 2025: Strategy (continued)

| 2. STRATEGY: DISCLOSE THE ACTUAL AND POTENTIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON AN ORGANIZATION'S BUSINESSES, STRATEGY, AND FINANCIAL PLANNING WHERE SUCH RISKS ARE MATERIAL. | REFERENCES | |
|--|---|--|
| <p>b. Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning.</p> | <p>As a mission-driven Company and PBC, Grove has incorporated sustainability leadership into business and financial planning since inception. In terms of addressing climate-related risks, the primary way we address this is by creating and publicly reporting on metrics that tie our use of plastic to our financials. (A longer discussion of our view on the relationship between plastic and climate follows in the "Metrics and Targets" section that follows.)</p> <ul style="list-style-type: none"> • Internal EPR (Extended Producer Responsibility) and Plastic Neutral Program: Since 2020, Grove has put into place an effective internal tax on plastic through our plastic neutral program. We pay our plastic neutral partner, rePurpose Global, to collect the equivalent of amount of plastic pollution to the volume of plastic that we sell to customers, both at Grove.com and in retail. This effectively means that our use of plastic is considered within our financial planning, as a small percentage of every dollar of profit on products containing plastic must fund these programs. We are also complying with regulations in all states that are currently participating in EPR. • Plastic Intensity: We also publicly report on our progress to move away from plastic in our products by reporting on plastic intensity (lbs of plastic shipped to customers per \$100 of revenue) within our quarterly earnings. This factors our sustainability goals within our financial planning — better aligning incentives between our use of plastic and its connection to climate. | <p>For further reporting, see:</p> <ul style="list-style-type: none"> • Pgs. 3-8 (CEO letter, strategy, tenets, and goals) • Pages 10-20 (Beyond Plastic™) • Pages 34-35 (Forests & Fiber) • Pages 37-40 (Climate Action & Emissions) • Also see our SEC filings. |
| <p>As an opportunity related to addressing climate-related risk within financial planning, Grove will continue to fulfill its commitment to purchase certified, nature-based, community-led carbon offsets that address forest and biodiversity loss. This commitment enables us to purchase carbon credits at a predictable price per ton upfront versus managing the potential future volatility of carbon pricing. This commitment will minimize our financial liability as carbon offset prices increase (as they are expected to) while both guaranteeing access to certified carbon offset projects which mitigate climate risk associated with deforestation.</p> | | |
| <p>For more information on the offset projects Grove has supported, please reference our Climate Disclosures page. For a more complete discussion of the opportunity related to how Grove's products address the climate and associated plastic crisis, please reference our IO-K, which discusses the integration of these material issues within our core business and products.</p> | | |

TCFD Reporting 2025: Risk Management & Metrics

| 3. RISK MANAGEMENT | | REFERENCES |
|---|--|--|
| Disclose how the organization identifies, assesses and manages climate-related risks. | Grove is in the process of formalizing our approach to climate-related risk management and oversight. In the future, we plan to conduct a scenario planning exercise to assess the most significant physical and transition risks to our business. This will involve evaluating potential climate impacts on our supply chain, operations, and distribution through two climate scenarios and time horizons, following industry best practices. Our goal is to identify and test the most material risks – such as extreme weather events affecting raw material sourcing, transportation disruptions, and regulatory shifts that could impact our low-waste and plastic-reduction commitments – so we can proactively strengthen our resilience and sustainability strategy. | See Pgs. 37-40 (Climate Action & Emissions) for further reporting. |
| 4. METRICS & TARGETS | | REFERENCES |
| Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material. | <p>At Grove, we recognize not only the risks posed by climate change, but the extreme human and environmental health risks posed by our global reliance on plastic – as well as their link to climate based on the connection between plastic and the fossil fuel industry. As supported by research, there are growing connections between plastic and the climate crisis¹ – through continued fossil fuel extraction (99% of plastic is made from fossil fuels²), manufacturing, pollution, and associated emissions, all of which are measured on an absolute basis and do not take into account more intersectional climate issues such as human health, social impact, air pollution, ocean pollution and degradation, and so on. In summary, making, using and discarding plastic poses a material risk to keep planetary warming below a 1.5 DS.³</p> <p>As such, we consider our climate goals to be two pronged: reduce emissions, and transition away from plastic into circular packaging. We view our climate risk as dependent upon both strategies in tandem. We have committed to further transitioning our product assortment to meet our Beyond Plastic™ standard and disclose our progress annually in this report – see pages 10-20 (Beyond Plastic™) for this year’s reporting.</p> | <p>For further reporting, see:</p> <ul style="list-style-type: none">• Pgs. 3-8 (CEO letter, strategy, tenets, and goals)• Pages 10-20 (Beyond Plastic™)• Pages 34-35 (Forests & Fiber)• Pages 37-40 (Climate Action & Emissions) |

¹ Bennington College, *Beyond Plastics*, 2021.
² The Hidden Costs of a Plastic Planet: Climate, CIEL, 2022.
³ CIEL, *Plastic and Climate*, 2022.

TCFD Reporting 2025: Metrics & Targets (continued)

| 4. METRICS & TARGETS | | REFERENCES |
|--|---|--|
| <p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</p> | <p>Grove is committed to demonstrating sustainability leadership, primarily around our transition away from plastics, however we know that transition may result in a short-term rise in emissions, so we have committed to setting Science-Based Targets for reduction across scopes 1-3 to reduce our emissions as much as possible. By setting a Science-Based Target, we track progress toward climate-related risks and opportunities for emissions reduction and dependence on non-renewable resources. As of 2025, we are proud to have our science based targets approved by SBTi. Pages 37-40 of this report discuss this in further depth.</p> <p>Grove is focused on achieving our Scope 3 science based target by engaging our suppliers in meaningful climate action. Our goal is for 88.5% of our suppliers, by emissions from purchased goods and services, to set their own Science-Based Targets. We believe that through our supplier relationships, we have the influence to drive significant climate impact, encouraging our partners to align with rigorous emissions reduction commitments and advancing sustainability across our supply chain.</p> <p>Since 2020, we continue to maintain carbon neutral direct emissions, including full Scopes 1 and 2, and parts of Scope 3. Our shipments and facilities have been carbon neutral since 2019. For all of our facilities, which are leased, we purchase renewable energy from our utility providers whenever possible, and purchase a combination of REC and VCS Certified carbon offsets of the remainder. For additional detail on our carbon offset and REC purchase methodology please see page 39, which outlines our focus on nature-based, community-led projects that protect forests as the highest-impact carbon sequestration available to us to support climate objectives.</p> | <p>For further reporting, see:</p> <ul style="list-style-type: none">• Pgs. 3-8 (CEO letter, strategy, tenets, and goals)• Pages 10-20 (Beyond Plastic™)• Pages 34-35 (Forests & Fiber)• Pages 37-40 (Climate Action & Emissions) |

TCFD Reporting 2025: Metrics & Targets (continued)

| 4. METRICS & TARGETS | REFERENCES |
|----------------------|------------|
|----------------------|------------|

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

Regarding our offset purchases:

- All projects are directly vetted by our Sustainability team.
- All projects align with the Carbon Neutral Protocol — considered the gold standard of verification, which is updated annually to incorporate developments in climate science, international policy and standards, well as other third-party verified standards (see [Carbon Neutral Protocol](#)).
- We vet our projects closely to ensure that we are not chasing down a low price for carbon emissions, but paying a fair price for nature-based, community-led projects that meet our required list of co-benefits including habitat protection, biodiversity and other ecosystem benefits that are linked to planetary health.
- In compliance with California ABI305, we publish a full list of carbon offset projects supported (including amounts, project names, project provider and locations) on our [Carbon Disclosures](#) page.

See Pgs. 37-40 (Climate Action & Emissions) and the following pages for further reporting.

We are on a feasible track to meet our emissions targets set through SBTi, but have a long way to go. The four to five years will determine if we are on track to meet our ambitious 2029 and 2030 target goals. Much of this is reliant in how effectively we are able to partner with suppliers who share our commitment to decarbonization. Our 2025 emissions are included below, and in the Climate & Carbon section of this report.

- 2025 Scope 1: 628 MT CO₂e
- 2025 Scope 2: 364 MT CO₂e¹
- 2025 Scope 3: 32,908 MT CO₂e²

In terms of metrics, key plastic metrics are included within our earnings report, including plastic-intensity (lbs of plastic shipped per \$100 of revenue), total plastic footprint and percentage of no-and low-plastic products, as well as refillable/reusable products.

1. Emissions from Scope 2 based on location-based calculations. We participate in renewable energy programs with our utility providers whenever possible, and the remainder of market-based emissions are offset through the purchase of Renewable Energy Credits (RECs) and Power Purchase Agreements (PPAs). 2. An assessment of all relevant Scope 3 categories has been conducted and all emissions quantified through the help of Gravity Climate, a leading carbon and energy management platform. Scope 3: Use of Sold Products (Indirect Use Phase) has been excluded from reporting due to lack of primary data and/or direct mitigation opportunities. This Scope 3 category is also excluded from Grove's 2023 SBTi GHG inventory and Science Based Targets.

TCFD Reporting 2025: Metrics & Targets (continued)

| 4. METRICS & TARGETS REFERENCES | | REFERENCES | |
|--|---|---|--|
| <p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</p> | Sourcing Considerations for Offsets & RECs | | |
| | Methodology | Priority | |
| | Carbon Offsets | Verifiability | Move toward third-party or global standard |
| | | Methodology | Invest in projects with established, public methodologies |
| | | Transparency | Invest in projects accounted for via a public registry to avoid double-counting |
| | | Proximity | Invest within same state or country |
| | | Nature-Based | Prioritize nature-based projects that protect wild places and Indigenous territories |
| | | Community-Led | Projects should be led by or directly benefit Indigenous or local communities |
| | Renewable Energy Credits (RECs) | Additionality | Add new renewable energy to the grid to maximize impact |
| | | | Move toward bundled RECs versus unbundled (RE100 Buyer's Principles) |
| | | | Purchase from new generators within high-fossil-fuel grids |
| | | | Align purchases with broader SDGs and social impact |
| | | Proximity | Procure from local grid within same state or community |
| Load Match | Match REC purchases to consumption (RE100 Technical Criteria) | | |
| | | See Pgs. 37-40 (Climate Action & Emissions) and the following page for further reporting. | |

TCFD Reporting 2025: Metrics & Targets (continued)

| 4. METRICS & TARGETS | | REFERENCES |
|----------------------|--|------------|
|----------------------|--|------------|

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

Within this sustainability report, and also broken out as a separate document, we publish an annual plastic scorecard, which details our total plastic footprint, as well as numerous other metrics that chart our progress away from plastic, and particularly single-use plastic. Overall, we are making solid progress toward decreasing our assortment of plastic and decoupling our revenue growth from our use of plastic.

See pages 10-20 (Beyond Plastic™) for further reporting.

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

On an annual basis, we fully disclose our GHG inventory (Scope 1-3) annually on pgs. 37-40 of this report, including a breakdown of total emissions by category, as well as what portion has been offset, down the offset project level detail. Through the purchase of offsets, we are on track to reach our SBT climate targets, as outlined by the chart below.

See Pgs. 37-40 (Climate Action & Emissions)) for further reporting.

| Scope | Emissions Source | Offset Source | Offsets or RECs Applied | Net Emissions (With Offsets or RECs) |
|-------|--|---|-------------------------|--------------------------------------|
| 1 | Onsite Fuel | Pachama: Bomeo Peatlands | 628 mtCO2e | 0 |
| 2 | Electricity | BEF e-Green North America; CleanPowerSF; NV GreenEnergy | 506 mtCO2e | 0 |
| 3 | Waste Generated in Operations | Pachama: Bomeo Peatlands; Everland/Wildlife Works: Mai Ndombe | 303 mtCO2e | 0 |
| 3 | Business Travel | Pachama: Bomeo Peatlands | 167 mtCO2e | 0 |
| 3 | Employee Commute and Remote Work | Everland/Wildlife Works: Mai Ndombe | 586 mtCO2e | 0 |
| 3 | Downstream Transportation & Distribution | Everland/Wildlife Works: Mai Ndombe | 1,615 mtCO2e | 0 |

All offset sources are recognized by the CarbonNeutral protocol.
All REC sources meet the Green-e Energy® standard.

Total 0

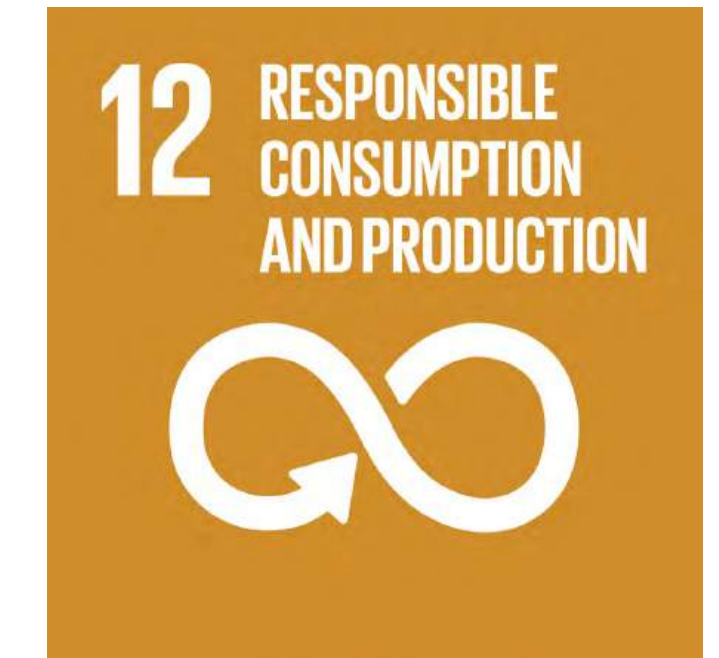
METHODOLOGY: Fiscal Year 2025. An assessment of Scopes 1-3 emissions has been quantified in partnership with Gravity Climate, a leading carbon and energy management platform. Scope 2 emissions are offset through the purchase of [Renewable Energy Credits \(RECs\)](#).

U.N. Sustainable Development Goals





The United Nations Global Sustainable Development Goals (UN SDGs) are an internationally recognized blueprint to achieve a sustainable and inclusive future. Each goal identifies interconnected issue areas of the world's greatest challenges in an attempt to provide a shared language for alignment.

It has become standard practice for corporate sustainability reports to map to the relevant SDG. While we do view SDG-mapping as subjective in many regards and therefore prone to self-congratulatory narratives, we're committed to participating in a shared framework and language of sustainability, especially as relevant to the growing portion of ESG-focused investors.



We're also committed to honesty and transparency in our reporting, so we've provided an overview of our sustainability initiatives and philanthropy against the relevant SDGs, as well as an assessment of where we fall short.



U.N. Sustainable Development Goals (continued)

| SDG | UN TARGET | NO | DESCRIPTION | REFERENCES |
|---|---|--------------|--|---|
|  | By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination. | 3.9 | With a clear connection between human and environmental health, Grove’s rigorous standards prevent the use of hazardous or questionable chemicals in any of our products, or those of our third-party brands. | See Pgs. 22-26 for further reporting. |
|  | Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life. | 5.5 | Throughout our business — from our fulfillment centers to our corporate offices — we remain focused on ensuring that women are equally represented and engaged at all levels of leadership. 47% of people managers at Grove are women. We also measure and report on our vendor and supplier base’s representation — and are proud to support many women-owned and women-led businesses. | See Pgs. 28-32 for further reporting. |
|  | By 2030, achieve the sustainable management and efficient use of natural resources. Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle. | 12.2 12.6 | The concept of this SDG is foundational to Grove’s business, and encapsulates our motivation for reducing plastic in our product offerings. Through innovation and transparency around our use of natural resources, we’re committed to doing so in a sustainable way that regenerates the natural environment — rather than degrades it. For example, we’re committed to moving Beyond Plastic™ and into lightweight, low-impact products packaged in renewable, reusable or truly recyclable materials (as a last priority). | See Pgs. 10-20 and 37-40 for further reporting. |
|  | Integrate climate change measures into policies, strategies and planning. Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries. | 13.1 13.2 | Grove is led by scientific consensus around climate change and are working toward achieving our approved Science Based Targets through 2030. We’re also considering methods for reforestation that protect biodiversity — another area of emerging thought that supports planetary health through ecological restoration. | See Pgs. 37-40 for further reporting. |

U.N. Sustainable Development Goals (continued)

| SDG | UN TARGET | NO | DESCRIPTION | REFERENCES |
|---|---|------|--|---------------------------------------|
|  | By 2025, prevent and significantly reduce marine pollution of all kinds, particularly from land-based activities, including marine debris and nutrient pollution. | 14.1 | As an interim step in the journey to move Beyond Plastic™, Grove recovers the amount of plastic equivalent to its plastic footprint, a commitment which supports funding for the collection of millions of pounds of nature- and ocean-bound plastic pollution, rerouting plastic to proper disposal or recycling. From 2020 to 2025, we've collected over 19 million pounds of plastic in partnership with rePurpose Global and Plastic Bank. | See Pgs. 10-20 for further reporting. |
|  | Promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally. | 15.2 | Grove's business exists to provide an alternative to household products that contribute to deforestation, through our Grove Co. tree-free, FSC Certified bamboo paper products. We prioritize FSC Certified paper packaging whenever available to ensure a deforestation-free supply chain. In 2022, we reached our goal to plant 1 million trees in partnership with The Arbor Day Foundation. Grove is partnering with The Nature Conservancy to support Indigenous-led conservation across 2 million acres by 2030 in the Tongass Rainforest of Southeast Alaska. | See Pgs. 34-35 for further reporting. |



2025 Report prepared by Clearer Collective

