



Growing for good

2025

SOCIAL
IMPACT
REPORT

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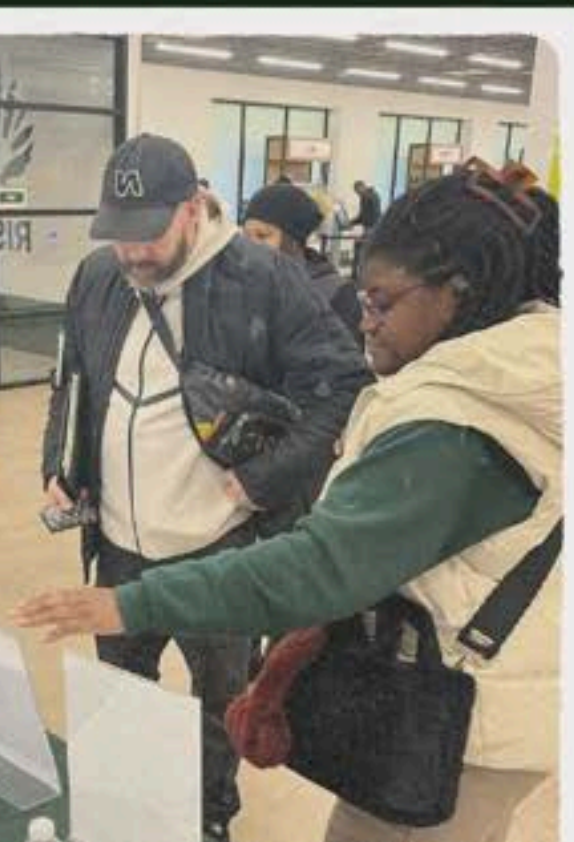
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From Our President

At Green Thumb, we measure success not only by the strength of our brands and operations, but by how we support our people and communities. Since our founding more than a decade ago, we've been guided by a simple belief: put people first and build with intention, accountability, and respect. That belief continues to shape everything we do.

As an early participant in the regulated cannabis industry, we recognized both the responsibility and the opportunity to help address the lasting harms of the War on Drugs. That understanding informs how we show up in the communities we serve.

Through our Growing for Good social impact program, we focus on four pillars: **Community Engagement, Restorative Justice, Inclusion and Belonging, and Environmental Stewardship.** These priorities translate responsibility into action. For example, our Round Up program at RISE Dispensaries enabled patients and customers to join us in supporting Stop Soldier Suicide and Backpacks for Life, two organizations dedicated to veteran well-being. Together we raised more than \$323,000 over the course of four months, funding life-saving care and providing critical supplies to thousands of veterans.

As you read this report, you'll see how deeply social impact is woven into our daily work. Our people are the driving force behind that impact. We are proud of the culture we've built—one that fosters belonging and empowers team members to grow, contribute, and show up authentically.

Our team continues to raise the bar, guided by a strong belief in the power of the plant and the important role we play in advancing well-being, especially in challenging times. Our commitment to positive change and belief in the importance of diverse viewpoints does not waver. It is at the core of who we are.

Social impact is not a side effort at Green Thumb; it is a core business discipline that strengthens resilience, builds trust, and supports long-term growth. While we're proud of the progress we've made, we know there is more work to do. By staying focused on people, communities, and disciplined execution, we will continue building a company that delivers lasting value.

Let's continue to make history!

Anthony Georgiadis

PRESIDENT, GREEN THUMB INDUSTRIES



2025 At a Glance

Throughout 2025, Green Thumb team members took collective action to create meaningful, lasting change. Together, we strengthened local partnerships to better serve our communities, expanded restorative justice support, and gave back in meaningful ways through retail programs rooted in our values.

\$1,440,000+

Given back to our communities through our retail programs (Round Up and First Day Profits), social impact state license commitments, community partner sponsorships, animal shelter donations, and other regional investments and contributions.

650

EMPLOYEE RESOURCE
GROUP MEMBERS

100+

COMMUNITY PARTNERS
NATIONWIDE

130+

CONVICTIONS EXPUNGED
AND SEALED

3,300

ENERGY USE AVOIDED
(IN MWH)

4,000+

ITEMS DONATED
THROUGH DRIVES

650+

HOURS VOLUNTEERED
BY TEAM MEMBERS



DONATED THROUGH ROUND UP WITH RISE

LAST
PRISONER
PROJECT

★ STOP
★ SOLDIER
★ SUICIDE

★ BFL
★ BACKPACKS FOR LIFE

PINK FUND
REAL HELP FOR THE OTHER PART OF THE FIGHT™



Our Growing For Good Pillars

Launched in 2020, the Growing for Good Social Impact program embodies Green Thumb's commitment to taking meaningful action and creating true change across four key pillars.



Restorative Justice

Enacting positive change in communities negatively impacted by the War on Drugs to support a more equitable industry.



Community Engagement

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



Inclusion & Belonging

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



Environmental Stewardship

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





“WHEN I VISITED RISE LOCATIONS, WHAT STOOD OUT MOST WAS THE AUTHENTICITY. STAFF WEREN’T JUST AWARE OF LAST PRISONER PROJECT, THEY WERE ENGAGED, INFORMED, AND PROUD TO SHARE OUR MISSION WITH CUSTOMERS. EVERY TEAM MEMBER HAD THEIR OWN STORY TO SHARE ABOUT THEIR CONNECTION TO THE PLANT AND WHY THEY SUPPORT LAST PRISONER PROJECT’S MISSION.”

**STEPHANIE SHEPHARD
EXECUTIVE DIRECTOR, LAST PRISONER PROJECT**

*Round Up

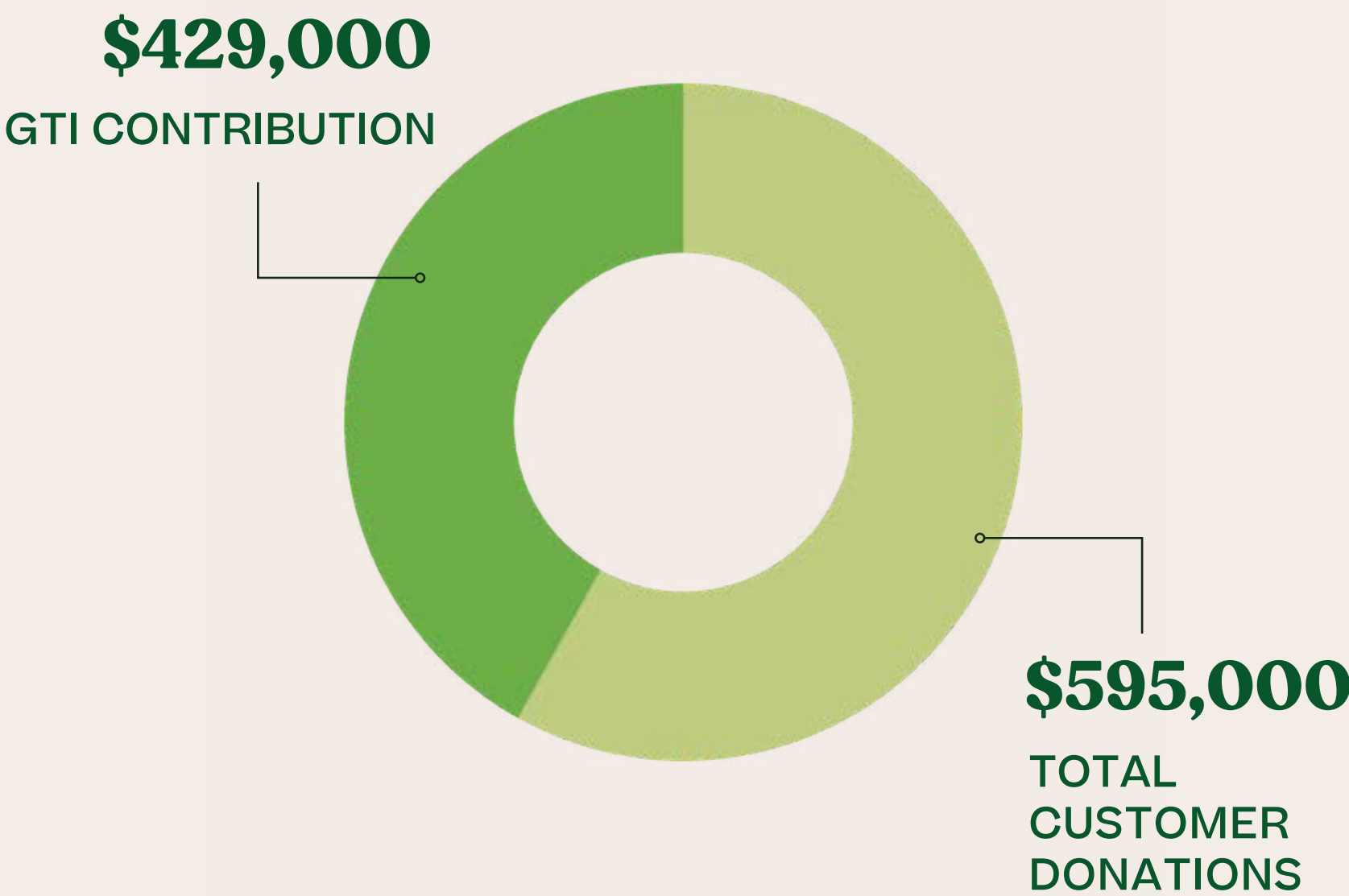
The Round Up Program embodies our team’s commitment to causes that are close to our hearts and integral to the communities we serve. Each year, the program strengthens our connections with patients and customers at RISE Dispensaries, providing them with an opportunity to join us in donating to national nonprofits by rounding their purchase up to the nearest dollar.

In 2025, through the amazing generosity of customers and our company donation, we collected over **\$1,000,000** for four change-making organizations whose causes include cannabis criminal justice reform (Last Prisoner Project), veteran well-being (Stop Soldier Suicide and Backpacks For Life), and care for cancer patients (Pink Fund).



Total Round Up Contributions

\$1,024,000



Round Up Partner Highlight

LAST PRISONER PROJECT

As a nonprofit dedicated to cannabis criminal justice reform and freeing those incarcerated for cannabis-related offenses, Last Prisoner Project (LPP) is an organization our people are especially proud to support.

By working to redress the past and ongoing harms of the War on Drugs, LPP inspires our team to put our shared values into action.

This partnership builds on Green Thumb's continued restorative justice efforts, and we are proud help fund policy efforts and constituent grants across the country.



DISTRIBUTED

200

COMMISSARY GRANTS

ELIMINATED

86 Years

OF EXCESSIVE SENTENCING AND **THREE LIFE SENTENCES**

DISTRIBUTED

67

FAMILY SUPPORT AND RE-ENTRY GRANTS

SUPPORTED

114 Constituents

WITH REENTRY SERVICES, REACHING 64 RECENTLY RELEASED INDIVIDUALS AND 50 FAMILIES OF THOSE WRONGFULLY INCARCERATED



Round Up Partner Highlight

As part of the 2025 Round Up initiative, our team proudly partnered with two organizations whose missions empower important members of the patient community at RISE: **veterans.**



**STOP
SOLDIER
SUICIDE**

BFL
BACKPACKS FOR LIFE

Stop Soldier Suicide is the first national nonprofit exclusively focused on military suicide prevention. By providing confidential, suicide-specific mental health care to U.S. Veterans and Service Members who are at moderate to high risk for suicide, the nonprofit’s efforts align with RISE’s foundation in dignified, empathetic care.

\$258,000 3,800

DONATIONS THAT PROVIDE
VETERANS WITH THE CARE
THEY NEED IN THEIR MOST
DIFFICULT MOMENTS



“WHAT STOOD OUT MOST DURING OUR STORE VISITS WAS THE GENUINE, SHARED COMMITMENT TO VETERANS THAT SHOWED UP IN EVERY CONVERSATION. IT WAS INCREDIBLY ENLIGHTENING TO HEAR RISE EMPLOYEES OPEN UP—SPARKED BY THEIR OWN PASSION FOR THIS MISSION.”

SAM PENCAR
MANAGER OF NATIONAL CORPORATE PARTNERSHIPS, STOP SOLDIER SUICIDE

Backpacks for Life (BFL) provides backpacks filled with toiletries, supplies, resources, and built-in sleeping pads for veterans experiencing homelessness to build trust and ultimately connect them to the support they need to thrive. BFL performs invaluable work centered around care that supports these valued members of our community through transitional periods and beyond.

\$65,000 4,000

DONATIONS TO FUND THE
CREATION OF BACKPACKS AND
PROVIDE MENTAL HEALTH
SERVICE CONNECTIONS



“MEETING THE TEAM MEMBERS WHO SHARED OUR MISSION WITH CUSTOMERS EACH DAY WAS INCREDIBLY MEANINGFUL. HEARING THEIR PERSONAL CONNECTIONS TO MILITARY SERVICE AND WITNESSING THEIR GENUINE ENTHUSIASM CREATED A FULL-CIRCLE MOMENT FOR US.”

BRETT D’ALESSANDRO
FOUNDER AND PRESIDENT, BACKPACKS FOR LIFE



Round Up Partner Highlight

PINK FUND

REAL HELP FOR THE OTHER PART OF THE FIGHT™

Pink Fund provides financial support for patients currently undergoing breast cancer treatment through its 90 day-grant program which aims to decrease stress levels and help recipients focus on healing and recovery.

The organization inspires the collective efforts of our RISE Dispensary teams in continuing to care for patients, from moments of transition and recovery, to long-term well-being.

OUR DONATION PROVIDED

148

PATIENTS AND FAMILIES UP TO

\$3,000

EACH IN NON-MEDICAL LIVING EXPENSES THROUGH PINK FUND.

COVERING NON-MEDICAL COST-OF-LIVING EXPENSES, THE PROGRAM PAYS FOR ESSENTIALS LIKE HOUSING, TRANSPORTATION, AND UTILITIES, ALLOWING PATIENTS TO REDIRECT THEIR FOCUS TO HEALING, NOT BILLS.



“IT MEANS A LOT TO PARTNER WITH A COMMUNITY-MINDED COMPANY LIKE GTI THAT TRULY COMMITS TO GIVING BACK.... FOR A SMALL TEAM, HAVING [GTI’S] SUPPORT IS A GREAT WAY TO AMPLIFY OUR WORK AND ENSURE THAT ANYONE FACING A BREAST CANCER DIAGNOSIS KNOWS EXACTLY WHERE TO FIND HELP.”

KATIE MAXWELL
COMMUNITY DEVELOPMENT
MANAGER, PINK FUND



First Day Profits

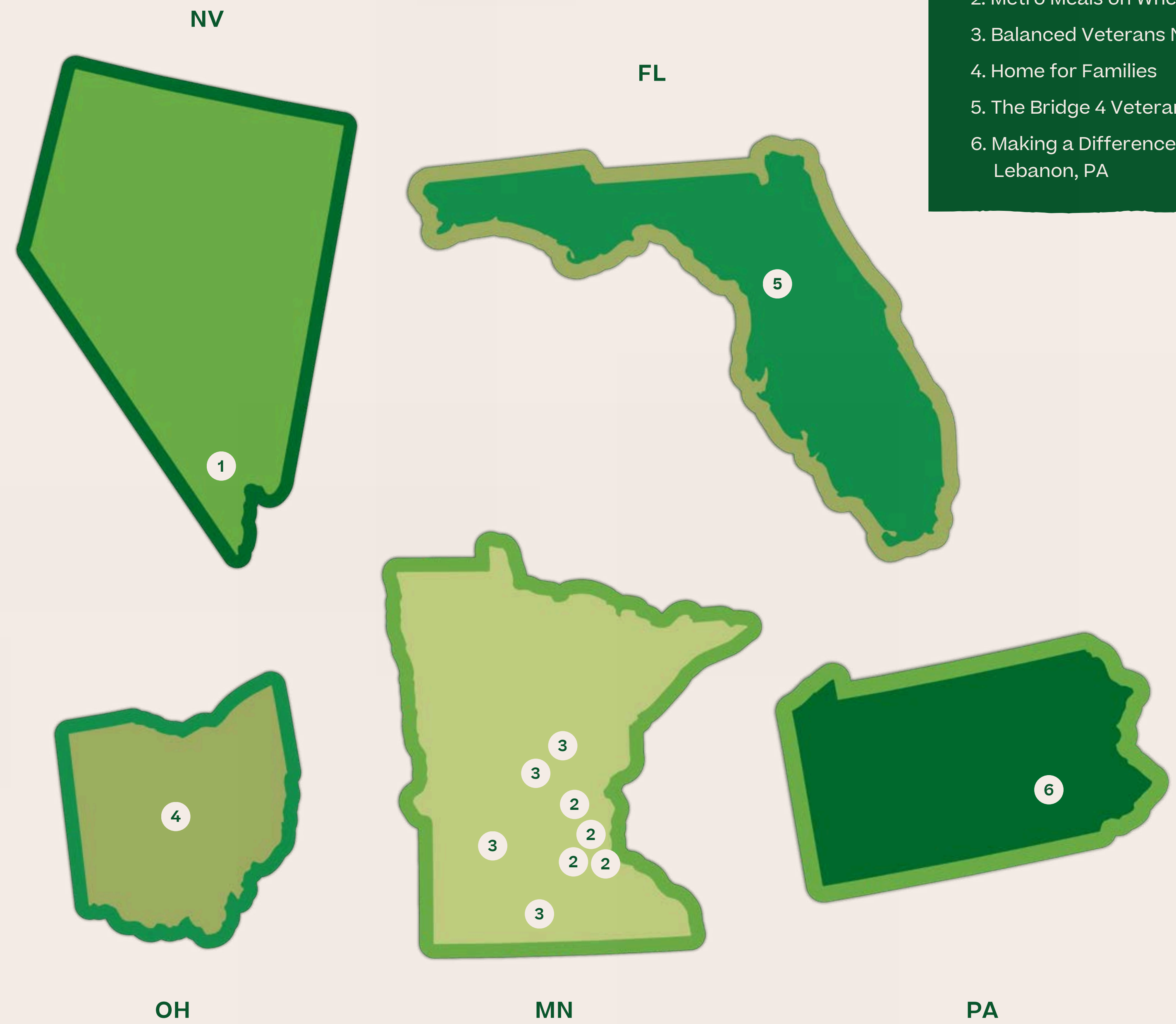
The First Day Profits program is Green Thumb’s way of expressing gratitude and support for the communities that welcome us. When opening a new location or launching adult-use sales in a new market, RISE Dispensaries donate a portion of profits from each grand opening to a local nonprofit organization.

In 2025, our team members activated First Day Profits at **12 locations** with six community partners and donated over **\$45,000**, making an immediate and lasting impact. We value the trust our partners place in us and consider these donations to be the beginning of meaningful relationships centered around changemaking on a local level.

OUR PARTNERS



1. Veterans Action Foundation
2. Metro Meals on Wheels
3. Balanced Veterans Network
4. Home for Families
5. The Bridge 4 Veterans
6. Making a Difference of Lebanon, PA



First Day Profits Partners



Veterans Organizations

- FL BRIDGE 4 VETERANS**
Fostering the independence, pride, and confidence of veterans in a safe environment
- MN BALANCED VETERANS NETWORK**
Creating a safe, supportive space where veterans can reconnect, heal, and rediscover their sense of purpose and belonging
- NV VETERANS ACTION FOUNDATION**
Dedicated to supporting veterans and their families by providing essential resources and direct assistance

Community Outreach

- MN METRO MEALS ON WHEELS**
Providing fresh, nutritious meals delivered directly to the homes of seniors and individuals with disabilities in the Minneapolis-St. Paul metropolitan area
- OH HOME FOR FAMILIES**
Addressing systemic barriers in order to empower families to overcome housing insecurity and build lasting stability
- PA MAKING A DIFFERENCE OF LEBANON, PA**
Community resource providing direct services and resources to families, veterans, and other individuals in need

MN ADULT USE LAUNCH IMPACT

As we transitioned RISE Dispensaries to adult-use locations statewide in Minnesota, our team recognized the importance of this community-building moment. To mark the occasion, we partnered with a pair of organizations who have made it their mission to positively impact the people of Minnesota day after day.

METRO MEALS ON WHEELS

2,920

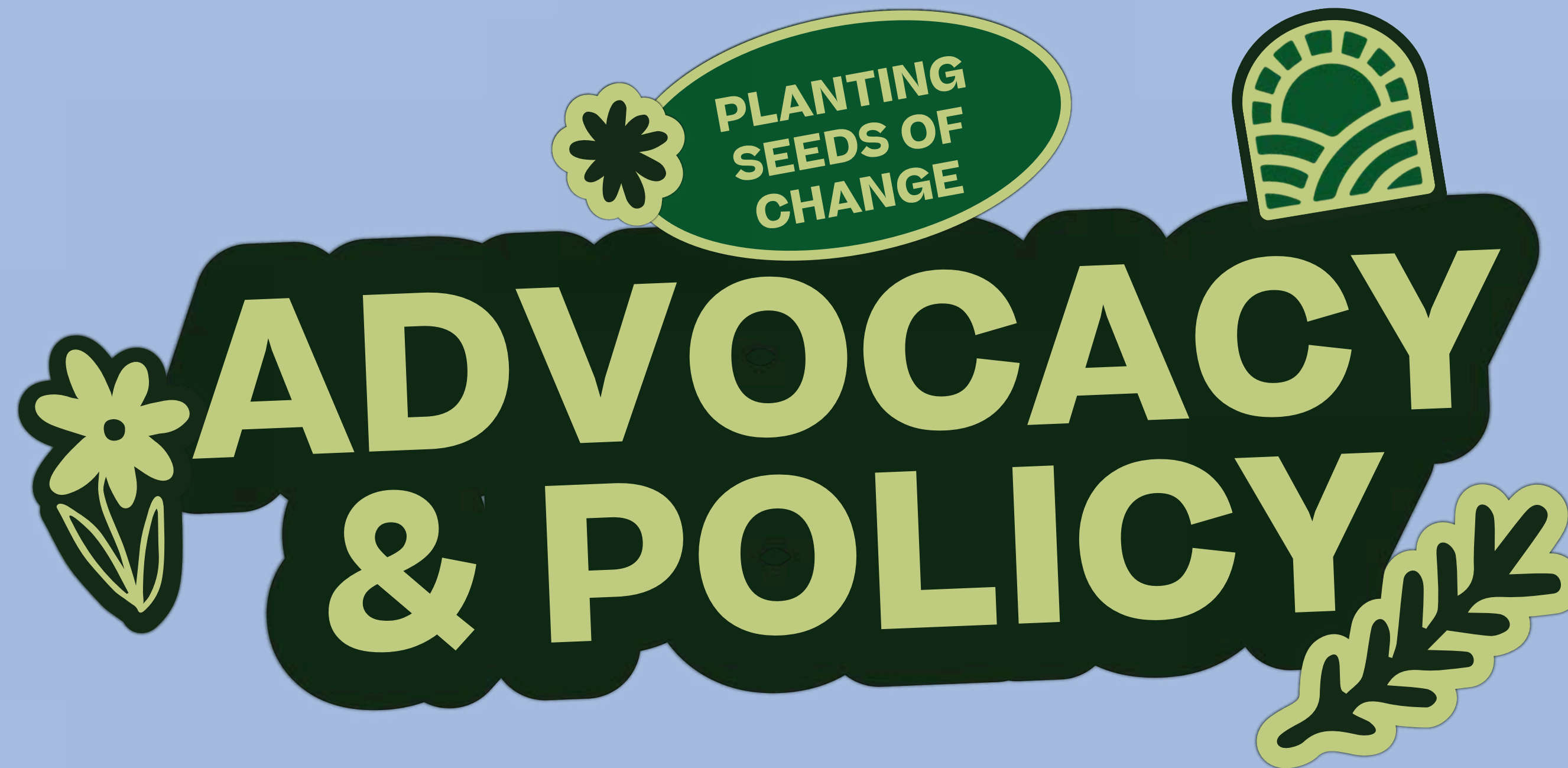
MEALS PROVIDED TO SENIORS IN NEED ACROSS THE TWIN CITIES

BALANCED VETERANS NETWORK

\$20,436

RAISED TO BUILD SUSTAINABLE, WHOLE-PERSON WELLNESS FOR VETERANS AND THEIR FAMILIES





“WORKING IN CANNABIS MAKES COMMUNITY OUTREACH MORE THAN A GESTURE. IT’S A RESPONSIBILITY. IT MEANS REINVESTING IN THE COMMUNITIES MOST IMPACTED, BUILDING TRUST, AND MAKING SURE PROGRESS IS SHARED, NOT EXTRACTED.”

DENISE GARIS
GENERAL MANAGER, RISE KING OF PRUSSIA

Driving Change

Given the severe inequalities created by the criminalization of cannabis, we believe it is essential to advocate for cannabis policy reform and support restorative justice work.

By working to uplift individuals whose opportunities have been limited by prior cannabis criminalization, we are part of a greater movement aimed at destigmatization, repairing harm to disproportionately affected communities, and ensuring that the opportunities created by legalization are accessible to all.



Clearing Records & Creating Beginnings

Our teams in New Jersey and New York have partnered with community advocates and lawyers at Blaze Responsibly to expunge and seal conviction records for those unjustly impacted by cannabis convictions. This work is only possible through the combined efforts of our community partners, lawyers, and advocates.

In 2025, our expungement efforts expanded to include wraparound services at clinics by partnering with organizations like the **Coalition for Food and Health Equity** (CFHE). At expungement clinics across New Jersey, CFHE provided free meals to attendees and helped enroll eligible attendees in their free meal delivery program for low-income families.



Cannabis Policy Reform & Advocacy

Our Government Affairs team continues to advocate for cannabis policy reform, including successfully supporting policy changes in Minnesota, with current advocacy focuses on reform across additional markets. These efforts support a nationwide movement to destigmatize well-being for patients and individuals across the country.



Thank you to the community partners, lawyers, and advocates at Blaze Responsibly for making this work possible!



Expungement Testimonials

In 2025, Green Thumb sponsored expungement clinics that assisted over **130 individuals** nationwide in removing barriers to employment, housing, and other opportunities by working with partners to clear their records.

These personal stories highlighted in the videos to the right show the real impact of second chances and the importance of empowering people to move forward without the weight of past convictions holding them back.

Watch these testimonials below to hear firsthand from individuals in New Jersey and New York about how these clinics are transforming lives and creating stronger, more equitable communities.

RISE BLOOMFIELD

March 21, 2025

4/20 DAY OF FREEDOM at CHRIST TEMPLE BAPTIST CHURCH

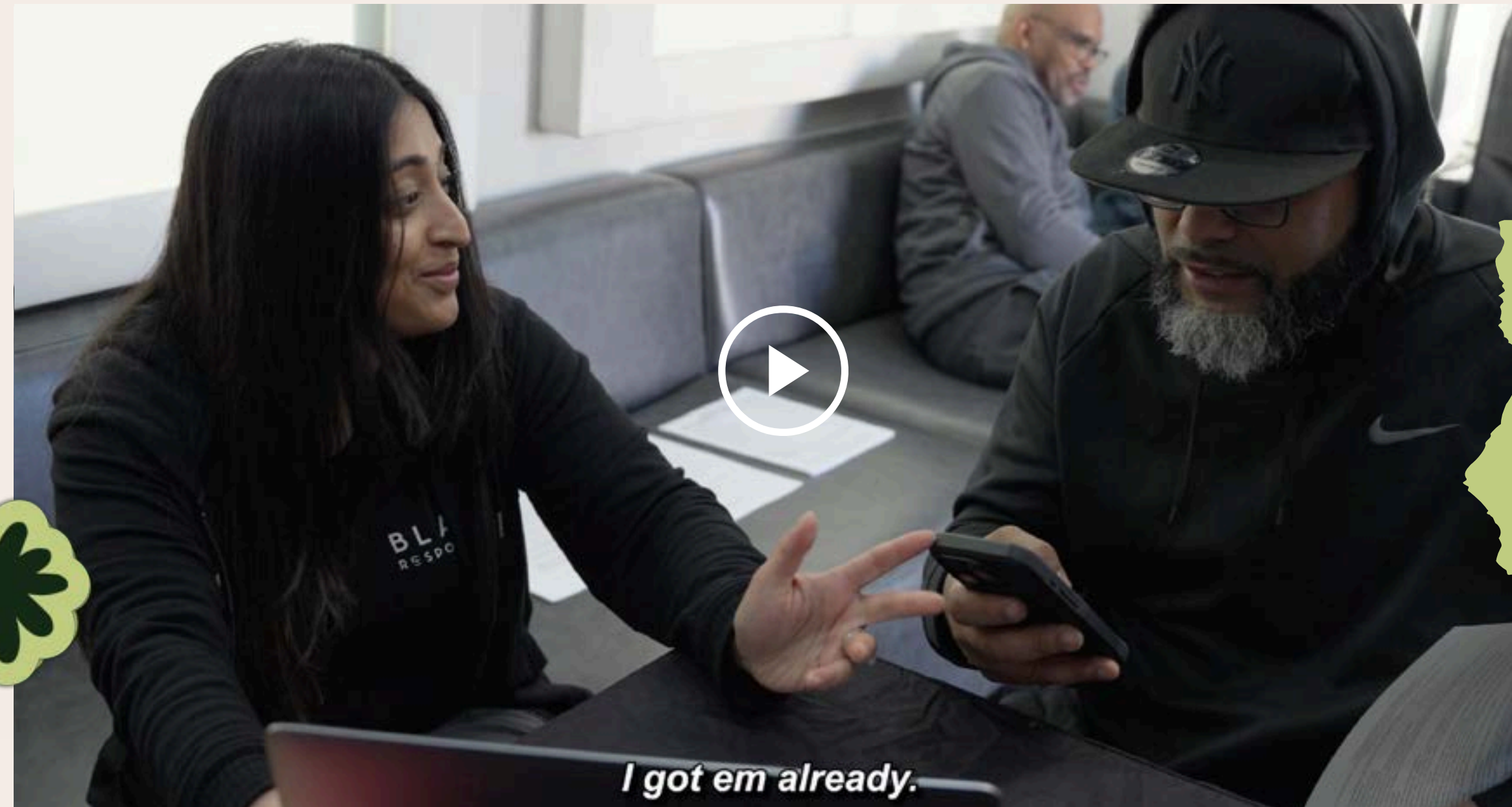
April 26, 2025

RISE PATERSON

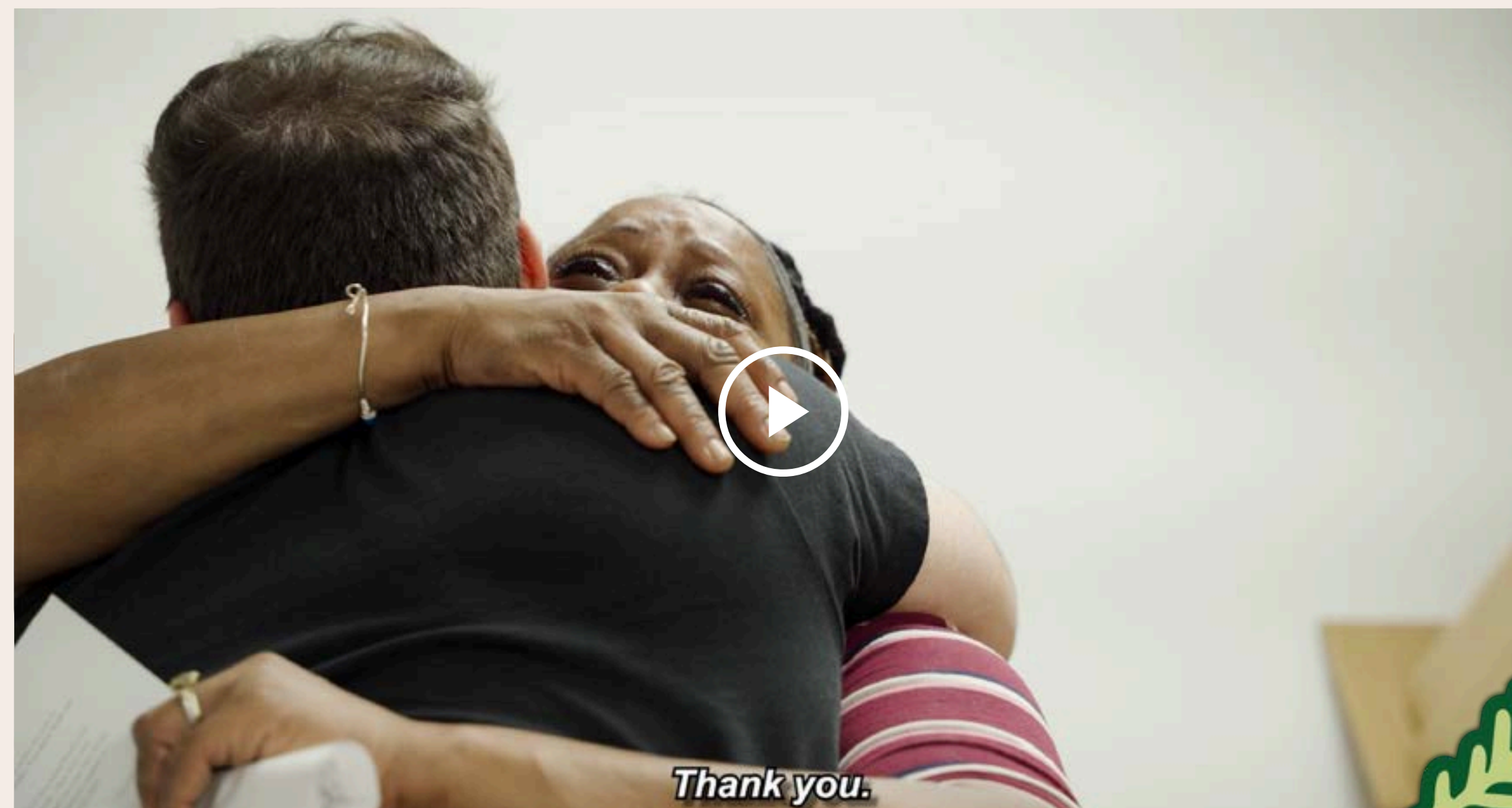
September 19, 2025

RISE BLOOMFIELD

November 7, 2025



CLICK THE
VIDEOS TO LEARN
MORE FROM
THOSE DIRECTLY
IMPACTED!





“FOR ME, VOLUNTEERING AND GIVING BACK TO THE COMMUNITY MEANS SPREADING LOVE AND KINDNESS AND SHOWING UP FOR PEOPLE IN THEIR TIME OF NEED. IT’S HAVING UNWAVERING COMPASSION FOR HUMANITY. WHEN PEOPLE FEEL SUPPORTED AND CARED FOR THE SHARED JOY, GRATITUDE, AND CONNECTION THAT COMES WITH THAT EXPERIENCE IS BEYOND WORTH MY TIME AND ENERGY.”

**KAILE WANAMAKER
LAB TECHNICIAN, HACKETTSTOWN, NJ**

*Volunteering & Giving Back

Making a lasting impact hyper-locally is an everyday kind of thing at Green Thumb, and our people walk the walk by volunteering their time and efforts to support change-making initiatives. We believe in cultivating strong, lasting relationships with those who have welcomed us, and serving our communities as a trusted partner is at the heart of our mission.

4,000+

ITEMS DONATED THROUGH
RISE IN-STORE DRIVES

650+

HOURS OUR TEAM
SPENT VOLUNTEERING



Stepping Up for Our Communities

Through the Socktober initiative, our Connecticut production team put their best foot forward by yet again finding a unique way of giving back to the community. The team donated 80 new pairs of socks to Columbus House, a nonprofit providing solutions to homelessness in New Haven, CT. We know small steps can have a big impact.

Spreading Holiday Cheer and Giving Back

Retail teams across the country organized food, gift, and winter clothing drives to give back to their communities. Continue reading to learn more about how our team members across the country gave back during the holiday season.

RISE Niles in Illinois led the charge, donating 200 nonperishable food items to the Niles Township Food Pantry.



“GIVING BACK TO THE COMMUNITY IN THE FORM OF ROUNDING UP AND FOOD DRIVES MOTIVATES ME AS A GTI EMPLOYEE. THERE ARE SO MANY PEOPLE IN OUR AREA SEEKING ASSISTANCE AND ANYTHING WE CAN DO TO HELP LARGE OR SMALL FOR OUR COMMUNITY FEELS GOOD!”

CARLY SPRINGMAN
GENERAL MANAGER, RISE NILES



Spreading Holiday Cheer

2025 Holiday Donation Drives

Our team-led holiday drives arose organically from our people's empathetic response when reductions in SNAP benefits impacted many in our GTI and RISE communities. Our team successfully worked together to organize food drives across all markets, as well as corresponding gift and winter clothing drives.

While prior donation drive initiatives had widespread participation, 2025 marked the first year Green Thumb activated drives across every active market. As big believers in the power of collective action, we took great pride in this opportunity to live out our shared values together.

3 TYPES OF DRIVES OUR TEAMS PARTICIPATED IN:

- Food Donation Drive
- Holiday Gift Drive
- Winter Clothing Drive

EXPANDED HOLIDAY DONATION
DRIVES TO FIVE NEW MARKETS
BRINGING TOGETHER
59 PARTICIPATING SITES
ACROSS 14 STATES

OUR IMPACT

50+

LOCAL
ORGANIZATIONS
SUPPORTED

50+

FAMILIES
PROVIDED WITH
HOLIDAY GIFTS

3,200+

UNIQUE ITEMS
COLLECTED AND
DISTRIBUTED

3,000+

MEALS PROVIDED BY
IN-STORE AND VIRTUAL
DONATIONS



4/20 Day of Service

While many know 4/20 as a festive occasion, our hearts remain with those who are not able to celebrate due to cannabis-related injustices. By reframing the date as a Day of Service, our people have made a conscious choice to support communities and individuals impacted by systemic harm.



Letter Writing Sessions

As part of our Round Up partnership with Last Prisoner Project, GTI hosted virtual Letter Writing Workshops. Team members connected with LPP leadership and wrote personal letters to constituents still incarcerated.

You can join us in supporting LPP's mission by [learning more about the Letter Writing program](#).

Danville Cultivation Day of Service

DANVILLE, PA

4/20 Day of Freedom Expungement Clinic

PATERSON, NJ

300 Hours

VOLUNTEERED BY 75 GREEN
THUMB TEAM MEMBERS ACROSS
13 COMMUNITY ORGANIZATIONS

66 People

RECEIVED EXPUNGEMENT AND
WRAP AROUND SERVICES



Furry Friends

From donation drives and local shelter partnerships to volunteer events and creative fundraising efforts, our Green Thumb teams continue to show that meaningful impact often starts with the causes closest to the heart: caring for our furry friends! Across our markets, our team led efforts to support animal shelters and rescue organizations in ways that reflect the unique spirit of each community.

HOUNDS FOR HOMES SPONSORSHIP EVENT:

West Haven Production participated in this dog-friendly fundraiser to support Habitat for Humanity of Greater New Haven, CT.

HELPING HOUNDS DONATION DRIVE:

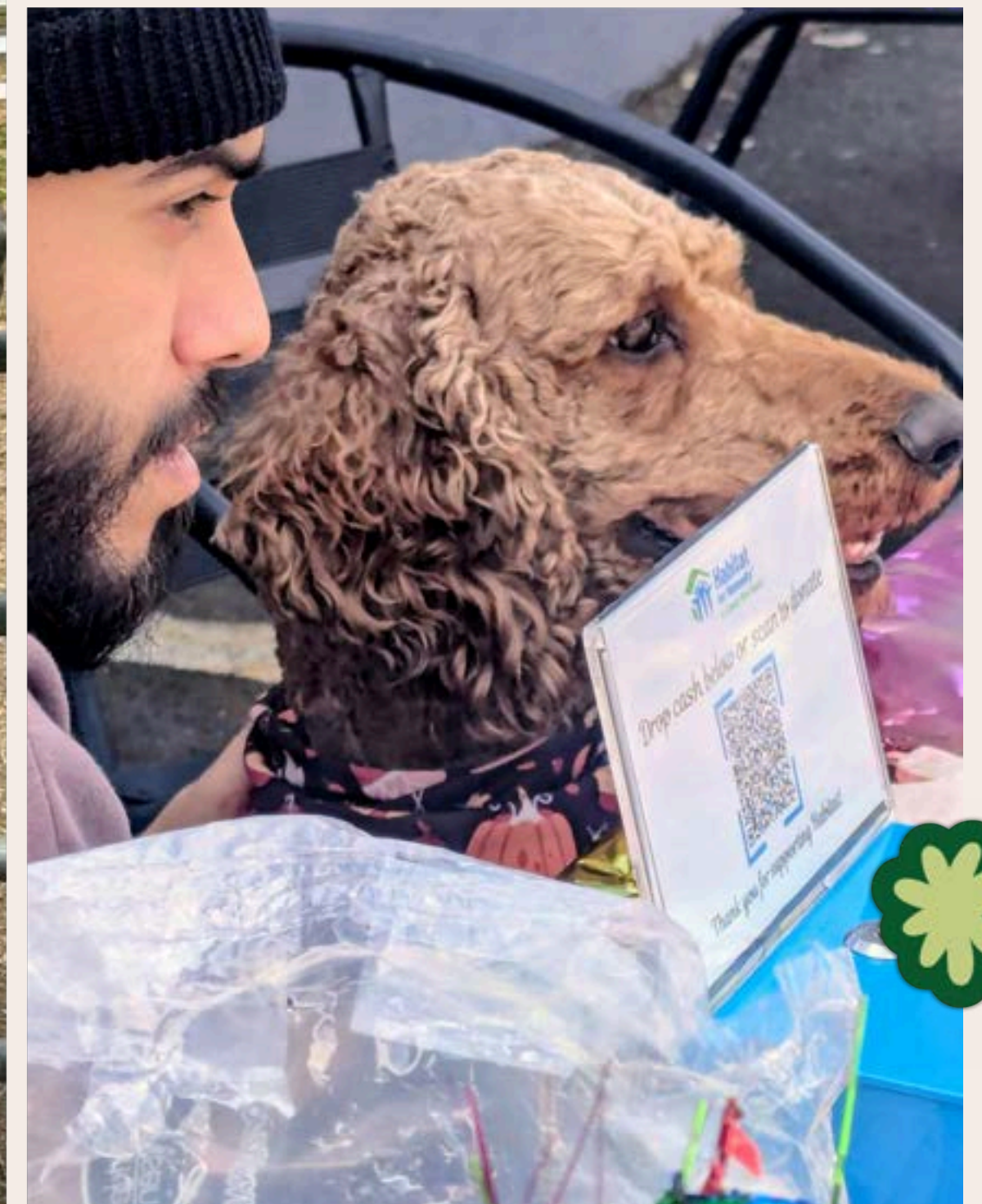
RISE East Syracuse donated 45 items back to the Kia Foundation around the holidays to help pets in need.

EOS THERAPEUTIC RIDING CENTER VOLUNTEER DAY:

Danville Production volunteered their time to support riders, work with horses, and help maintain trails with an organization that provides therapeutic horseback riding for the community.

PUTTS FOR MUTTS SPONSORSHIP:

Rock Island Production supported a charitable golf tournament, giving back to QC Paws and the Rock Island County Animal Shelter.



* Doing Good for Good Dogs

“Doing Good for Good Dogs” ensures more dogs are loved and walked by donating a portion of proceeds from every Dogwalkers product sold to deserving animal shelters across the country.

\$150,000+

DONATED TO OUR
SHELTER PARTNERS IN 2025





“THE PAST YEAR HAS OFTEN FELT INDESCRIBABLY HEAVY AND SCARY[...] I FOUND [A] SENSE OF RELIEF, CONNECTION, AND CELEBRATION WITHIN THE LGBTHC+ ERG. BEING A PART OF THIS GROUP MADE ME FEEL LIKE I HAVE A COMMUNITY AT WORK, ONE THAT WILL BE THERE FOR US NO MATTER WHAT THE POLITICAL CLIMATE LOOKS LIKE. THAT SENSE OF BELONGING IS ONE OF THE REASONS I TRULY VALUE AND LOVE OUR ERG TEAM.”

CHELSIE RATERMAN
SENIOR PROCUREMENT MANAGER, LGBTHC+ ERG MEMBER

Team Culture & Inclusion

Rooted in Belonging

At Green Thumb, our impact starts with our people. We believe in cultivating a culture where every team member feels valued, supported, and empowered to grow both personally and professionally.

Recruitment & Retention of Diverse Voices

Our commitment to inclusion and belonging begins with championing opportunities for all. We wholeheartedly believe cannabis culture is at its strongest when it is equitable and inclusive.

Employee Resource Groups

In 2025, our team-led Employee Resource Groups (ERGs) continued to foster belonging and community across the company. From heritage celebrations to mental wellness workshops, our ERGs played a central role in shaping a workplace that reflects the diverse perspectives and lived experiences of our people.

Read more about our ERGs on the next page!



2025 ALL-ERG MIXER AT RISE SALT SHED

Green Thumb's first-ever JOINT All-ERG Mixer & Game Night provided a unique opportunity to build community across all ERGs. This fun-filled evening brought our people together over games, karaoke, food, and good times. Members connected, collaborated, and celebrated the team-led progress across our ERGs.



Employee Resource Groups

Our **650 ERG members** continue to embody what community looks like inside Green Thumb. Each group leads initiatives that highlight culture, build connection, and support our shared mission to expand well-being.



Black Originators, Leaders, and Doers

B.O.L.D.'s mission aims to support, empower and unite people that relate to the African Diaspora or those of African descent by creating a clear pathway of inclusion, information, sustaining and supporting the development of Black employees.

DANKabilities

DANKabilities strives to be a community for folks with disabilities at GTI to build connection, feel accepted, and find support for self-advocacy.

LGBTHC+ Alliance

The mission of LGBTHC+ Alliance is to build a liberating, supportive, and affirming atmosphere for LGBTQ+ team members and allies at GTI through advocacy, visibility, networking, and resources for growth and development.



Siempre Juntos

Siempre Juntos' mission is to foster an authentic and inclusive culture of belonging by empowering the voices of Latin@s and aspiring allies in the industry. We're authentic, supportive, community-oriented! We persevere and celebrate our roots!

Women@GTI

Women@GTI's mission is to empower Green Thumb women through learning, development, networking, and events focused on professional, personal, health, and financial wellness.



WOMEN
AT
GREEN
THUMB

Virtual 5K

In 2025, the team kicked off the first ever Women@GTI Virtual 5K. Whether participants were walking, jogging, or running, the event provided an opportunity to empower community while getting active and connecting with each other, no matter the location.

Open to ERG members across the country, the Virtual 5K encouraged a balanced approach to well-being while supporting efforts to build a better space for women in the cannabis industry.



OUR TEAM

25

SOCIAL IMPACT REPORT 2025





**“GIVING BACK TO THE COMMUNITY COMES FULL CIRCLE—
THIS IS PART OF THE REASON I APPLIED FOR THIS COMPANY
BECAUSE OF HOW WE PRIORITIZE GIVING BACK!”**

LEE BERNARD
GENERAL MANAGER, RISE ORLANDO ON GOOD HOMES RD

Sustainability at Green Thumb

Across Green Thumb, our people are working together to promote sustainability and improve our growing, manufacturing, and packaging processes to reduce our environmental impact.

Throughout 2025, our cultivation and manufacturing teams led innovations that improved operational efficiency and minimized environmental impact. Our teams are pioneering new standards for sustainable cannabis production, making Green Thumb a greener company day by day.

Reducing our Carbon Footprint at our Cultivation and Production Sites

3,330

ANNUAL ENERGY SAVED
(IN KWH)

515

CARS TAKEN OFF THE
STREET EQUIVALENT

2,200

TONS OF CO2
REDUCTION

36,500

TREES PLANTED
EQUIVALENT



SINCE 2022, IMPROVEMENTS TO GTI PRODUCTION FACILITIES HAVE RESULTED IN A CUMULATIVE **39,790 MWH OF ENERGY SAVED.**

THOSE SAVINGS PREVENTED 27,000 TONS OF CO2e EMISSIONS –THE EQUIVALENT OF TAKING OVER 6,000 CARS OFF THE ROAD OR PLANTING OVER 450,000 TREES!



**Thank
You**

