

LandCare

2025 IMPACT REPORT

As a management-owned company, we remain committed to supporting the personal and professional growth of our team members. This year, we expanded training and development opportunities while continuing to enhance benefits and resources for our people and their families. These efforts reflect our focus on building programs that empower every LandCare team member and inspire our shared purpose.





LANDCARE INITIATIVES

Meaningful work starts with purpose. Our team members engage with their roles on multiple levels—delivering quality service, pursuing learning that accelerates their growth, contributing to their communities, driving sustainable practices and championing women's empowerment in our industry. We're building a workplace where everyone finds their connection to impact.



GIVING BACK TO OUR COMMUNITIES

October marked the second year we recognized CommunityCare Month, where teams across the company stepped up to support the communities where we live and work. Teams nationwide rolled up their sleeves to support those in need, providing everything from food donations to revitalizing green spaces in their communities.

1,567

Hours donated

454

Volunteers

\$238,860

Value of services donated

A few of the organizations we served:

FEED MY
STARVING
CHILDREN



GROW COOK SHARE
THE NASHVILLE
FOOD PROJECT

REDWOOD EMPIRE
FOOD BANK

ASPCA

Joy's House



FOCUSED ON PROFESSIONAL DEVELOPMENT

228 Conference attendees:
Branch Managers,
Account Managers and Support



National Conference
San Diego, CA



AM Conference
Atlanta, GA



Programs that prep future leaders:
ALDP:
Accelerated Leadership Development Program
4 days of training



40
Participants

2 (Cohorts 2 & 3)
Cohorts

CDP: Career Development Program
Year-long training

13
Graduates



MT Program:
Management
Training Program
Year-long training

26
Participants

2,058
Cumulative learning hours
2 (Cohorts 4 & 5)
Cohorts

12
Graduates

26
LandCare leaders
assisted
with trainings



Employee Engagement Training

787

Supervisors participating

39

Sessions

5,053

Cumulative training hours



Production Manager Training Program

35

Production Managers participating

279

Cumulative learning hours



AM Connections

12



Virtual sessions

101

Account Managers participating throughout the year

Leadership Connections

8

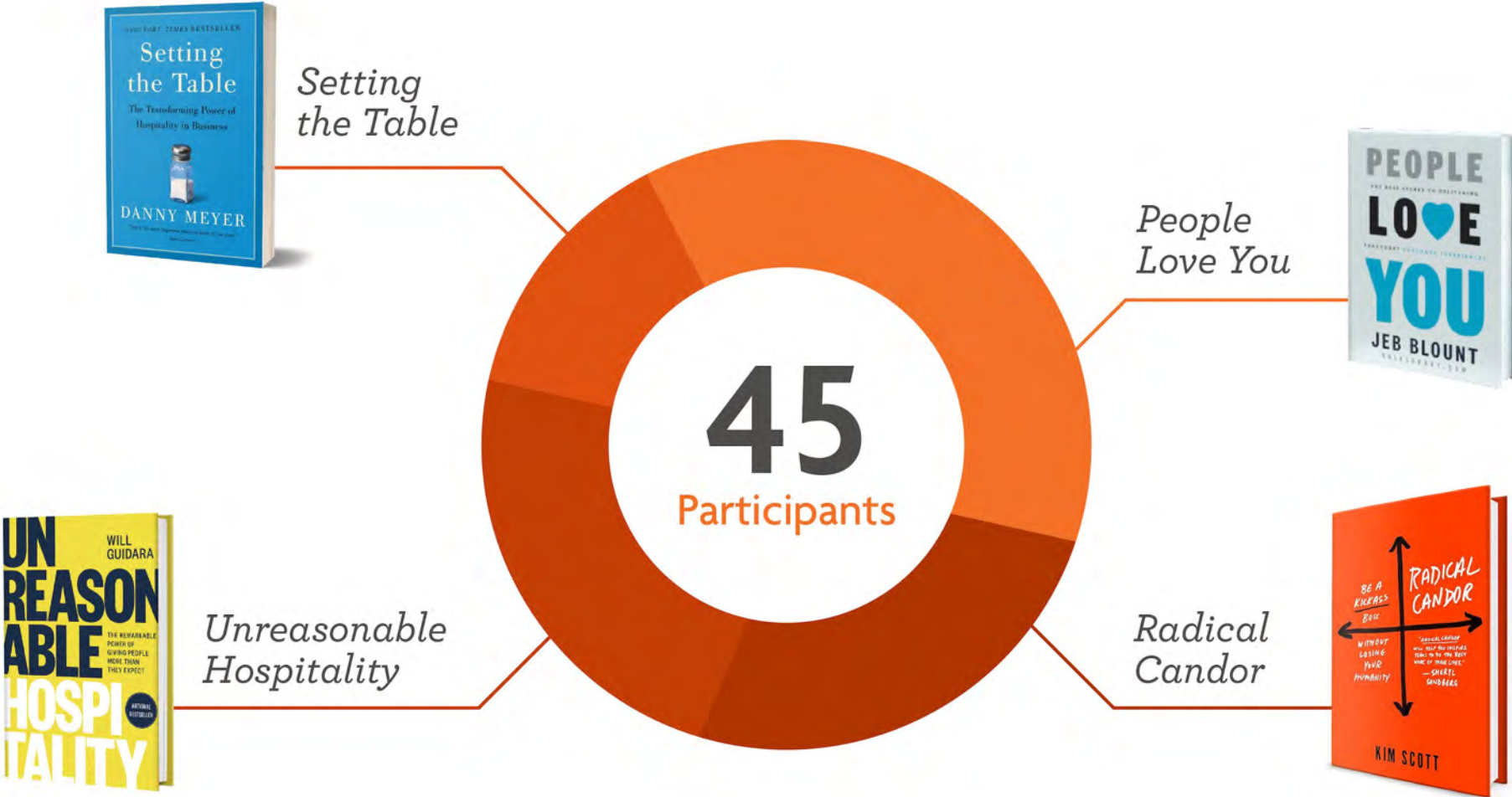
Virtual sessions

63

Branch Managers participating throughout year



Leadership Learning Series



Promoted Leaders



FOR WOMEN, BY WOMEN

WIN's mission is to create a space where women feel empowered and supported as they navigate pathways to promotion and leadership at LandCare. Through quarterly calls, peer groups, mentorship, book clubs, development opportunities and its first in-person event, WIN supports each woman's pursuit of success while fostering personal and professional growth.

159
WIN members

4
Quarterly calls

40
AM Conference
in-person event
attendees



3

Podcast episodes

15

Book club
participants

10

Mentorship
program
participants

27

Grove peer group
participants

5

Miniseries calls:
Becoming a Brave
and Brilliant Speaker



#LEADINGTHECHARGE

We're driving towards a greener future through the electrification of our equipment and fleet. Together, we're strengthening our commitment to carbon neutrality.

Equipment transitioned to electric in 2025:

 **408** Handheld & **38**  Stand On Mowers

61  Vehicles transitioned to electric or hybrid in 2025

23 Electric vehicles

&

38 Hybrid vehicles

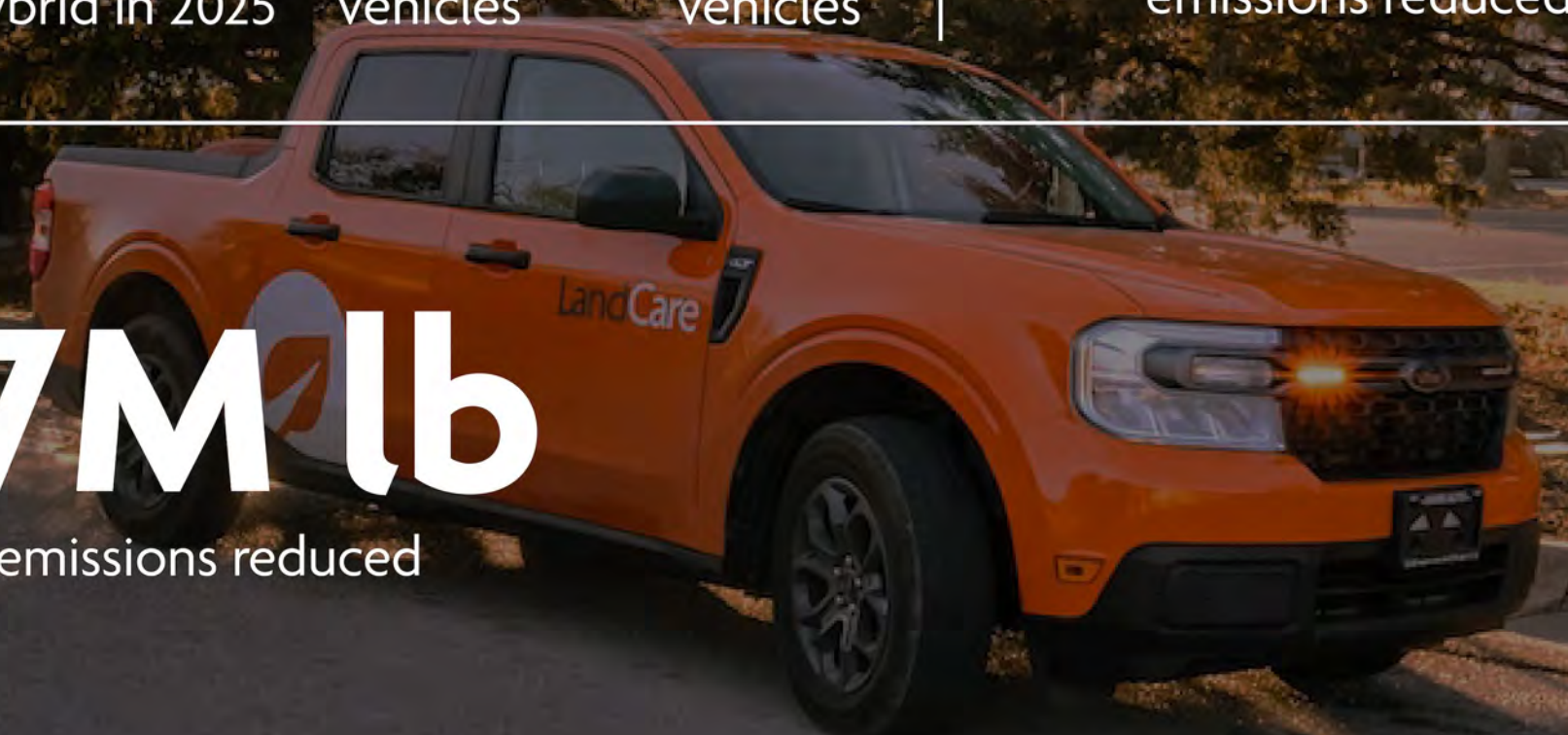
3.3M lb New carbon emissions reduced

Cumulative impact since 2023:

814 Pieces of electric equipment in use

199 Total electric or hybrid vehicles

10.7M lb Carbon emissions reduced





TANGERINE FOUNDATION

Committed to enhancing the lives of our team members, the Tangerine Foundation's programs are designed to cultivate a culture of caring. Through programs that provide financial assistance and comprehensive educational resources—from early childhood to post-secondary education—we aim to make a meaningful impact on team members and their families.

LANDCARE SCHOLARSHIP PROGRAM

Entering its fourth year, the LandCare Scholarship Program continues to serve as a vital source of opportunity for first-generation students.

45

Scholarship recipients in 2025



92

Academic advising sessions in 2025



63

External scholarships identified for students in 2025

Cumulative impact since 2022:

65

Total scholarship recipients

212

Academic advising sessions

131

External scholarships identified for students

\$100,500

Scholarship dollars awarded in 2025



\$224,500

Total scholarship dollars awarded





SCHOLARSHIP RECIPIENT HIGHLIGHT

Ana Ceja

LandCare Scholarship Recipient

Ana Ceja is a fourth-year LEAF scholarship recipient and the 5th LandCare Scholarship graduate. She earned her degree in business management from California State University: Channel Islands, and has welcomed her first child. LEAF's latest group of recipients will attend schools in 14 different states, from California to Connecticut.



LEAFY LIBRARY

Leafy Library is dedicated to fostering early literacy as a critical foundation for academic success. Each month, in-house volunteers assemble packages that include books and activities, connecting front-line team members to LEAF's mission of cultivating a love for learning and paving the way toward higher education.



"I LOVE this program!! I recently started to contribute because I believe it is so impactful! I love the quality of the books sent, and my daughter looks forward to receiving the orange package in the mail every month! She says the "capillar" (3 year old voice) Caterpillar is here!"*

**151**

Leafy Library volunteer
hours in 2025

8,112

Leafy Library books
distributed in 2025

792

Children registered
in 2025

427

New registrations
in 2025

A CULTURE OF CARING

TERF empowers our team members to support each other by turning their donations into essential assistance during times of financial hardship.

\$34,575

2025 funds distributed

184

Total 2025 donors

25

Grants awarded
in 2025



Cumulative impact since program launched in 2020:



\$302,170

Total funds distributed

170

Total grants awarded

