

# CULTIVATE

A BETTER WORLD



2024 SUSTAINABILITY REPORT  
EXECUTIVE SUMMARY



# about THIS REPORT

Except as otherwise noted, the data in this executive summary covers activities and initiatives that occurred during January 1, 2024 through December 31, 2024. The report covers our owned and managed operations, including leased real estate. Three franchised Chipotle restaurants were opened in 2024 located in United Arab Emirates and Kuwait.<sup>1</sup>

Except as otherwise noted, all data as of December 31, 2024.

<sup>1</sup> Franchised operations are not included in this report.



# letter from OUR CEO

The opportunity to lead this purpose-driven organization, founded upon the principles of making Real food accessible to all, is the honor of a lifetime. I am deeply proud of the incredible work that has been produced on our journey to Cultivate a Better World. In the more than seven years I have been with Chipotle, we've transformed the business, created a guest-obsessed culture, promoted and developed thousands of team members, donated countless meals and millions of dollars to support our communities, increased our purchasing of local ingredients, brought new technology and innovations into our restaurants, introduced a number of new menu items, expanded domestically and internationally and far more.

Our responsible sourcing has long been guided by our Food with Integrity philosophy. We never compromise on quality because we firmly believe that Real is better for you and better for the planet. Sustainability is and will always be a strategic priority for Chipotle, and I intend to live the values and further the mission this company was built upon.

Chipotle's 2024 Sustainability Report transparently showcases our commitments, challenges, approach and progress across people, food and animals and the environment. We are dedicated to being a leader in sustainability and are passionate about driving lasting change while holding ourselves accountable for our actions. We have set some of the highest standards in the

industry when it comes to sourcing ingredients, investing in our people, helping our communities, and reducing our environmental impact.

We aim to inspire others to join us on this journey to drive a meaningful difference that scales far beyond Chipotle.

We have a long runway ahead, filled with many opportunities for growth and success globally. Thanks to the hard work and dedication of our team members, we continue to make progress. If you would like to reach out to us regarding our sustainability efforts, please email [Sustainability@chipotle.com](mailto:Sustainability@chipotle.com) and share your thoughts and questions.

Believe us when we say that one burrito may not change the world, but how it's made just might.

Thank you,



**SCOTT BOATWRIGHT**  
CEO, Chipotle





# WHO WE ARE

Since our beginning in 1993, Chipotle has been committed to serving Food with Integrity and revolutionizing the fast-food Industry. Our Real ingredients are responsibly sourced and classically cooked with people, animals, and the environment in mind. Everything is connected. Though our heritage is one of transformation and innovation, one thing will never change: Chipotle's commitment to doing what's right. Our relentless pursuit of ethical choices is what has built trust in Chipotle—from our guests, business partners, colleagues, and investors. Every person within the organization is responsible for maintaining trust, both internally and externally.

**Cultivating a Better World is not easy, but when we all do our part, we can make a difference.**

**130**  
thousand+

employees worldwide

**7**  
countries

**3,700+**  
restaurants

owned and operated





## PEOPLE

307

new restaurant openings

\$7+ million

donated to charitable organizations

23,000+

internal promotions

<sup>2</sup>Local defined as food sourced from within 350 miles of a distribution center.  
<sup>3</sup>Scope 1 and Scope 2 emissions are expressed as market-based emissions. Consists of on-site solar generation and purchases of third party certified renewable energy certificates.

## FOOD & ANIMALS

100%

of our ingredients meet our Food with Integrity standards

47 million

pounds of locally purchased produce<sup>2</sup>

200,000+

tons of produce purchased

## ENVIRONMENT<sup>3</sup>

61%

renewable electricity sourced for our restaurant operations

15%

reduction in Scope 1 and 2 greenhouse gas emissions

497+ million

pounds of waste diverted from landfills





# an innovator

## IN RESTAURANT TECHNOLOGY

An innovator in restaurant technology, Chipotle continues to invest in emerging solutions to support our growing digital business and improve crew member and guest experiences in our restaurants.

ZACKS

### Chipotle Boosts Innovation With Investments In Food Tech And Dining

RESTAURANTDIVE

### Chipotle's Advanced Equipment Strategy Takes A Step Forward

INVESTOPEDIA

### The Quest To Make Your Chipotle Bowl Fast And Fresh Is Going High-Tech. Here's Why.



## augmented makeline

BY HYPHEN

Chipotle is collaborating with Hyphen to create and pilot an Augmented Makeline, to aid in the preparation of digital orders. The Augmented Makeline uses automated technology to build digitally-ordered bowls and salads within the cabinets of the line, while Chipotle employees operate the top of the same makeline to assemble burritos, tacos, quesadillas, and kid's meals. Approximately 65% of all Chipotle digital orders are bowls or salads, so the Augmented Makeline can improve employee efficiency as well as digital order accuracy and portioning, ensuring a more consistent experience for digital guests. The Augmented Makeline made its restaurant testing debut at a location in Corona Del Mar, California, in August 2024. We continue to work in partnership with Hyphen to iterate and improve the technology and overall user experience.

## autocado

BY VEBU

Chipotle is piloting Autocado, an avocado processing cobotic prototype being developed in partnership with Vebu and in close collaboration with Chipotle Certified Training Managers. This prototype cuts, cores, and scoops avocados before they are hand mashed to create Chipotle's signature guacamole. Crew members are able to reallocate this time to other food prep activities that require more complex culinary skills. On average, it takes Autocado less than 30 seconds to fully flesh out the fruit inside an avocado. The current iteration of Autocado that we are testing features size-agnostic avocado processing abilities, meaning that the machine recognizes variability in the fruit and automatically adjusts itself to accommodate the size of the avocados being loaded.

## cultivate

NEXT

Established in 2022, the Cultivate Next venture fund supports startup companies with focus areas that support our Strategic Priorities such as running great restaurants, amplifying technology and innovation, and expanding access and convenience to our Real, delicious food. To further Chipotle's mission to Cultivate a Better World, we increased our commitment to Cultivate Next by \$50 million, **bringing the fund's total investment pool to \$100 million.** Within sustainability, Cultivate Next will continue to evaluate new farming practices and technologies that enhance soil health and climate and explore renewable and alternative energy.





# brand purpose

## GOALS

Since 2021 we have tied a portion of our executive compensation to our Brand Purpose goals to drive accountability and leadership decisions, aligning our values and business objectives with strategic initiatives focused on Food & Animals, People, and the Environment.

**In 2024 we achieved our Brand Purpose goals in all three focus areas.** We purchased 47 million pounds of locally grown produce, reduced our Scope 1 and 2 greenhouse gas emissions by 15% compared to 2019, and continued to improve the retention rate for various categories of employees.<sup>4,5</sup>

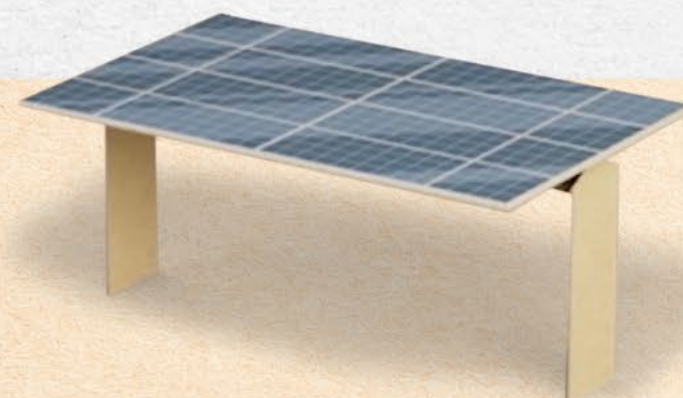
47 million

Purchased 47 million pounds  
of locally grown produce



15%

Reduced our Scope 1 and 2 greenhouse  
gas emissions by 15% compared to 2019



The **2025 Brand Purpose goals** are centered on sourcing local produce, gaining insights on employee sentiment, and reducing greenhouse gas emissions through measures such as renewable energy use, fuel efficiencies, and cookline upgrades.

<sup>4</sup>Local defined as food sourced from within 350 miles of a distribution center. Retention rate based on various categories of employees.

<sup>5</sup>Scope 1 and Scope 2 emissions are expressed as market-based emissions. Market-based emissions include electricity procured as third party certified renewable energy certificates.



# our values

## KEEP US REAL

Foster a culture that values and champions our diversity, while leveraging the individual talents of all team members to grow our business and Cultivate a Better World.



### The line is the moment of truth

**When our guests win, so do we.** Everything we do starts with our restaurants. Serving great food with great service in a safe, quick, clean, and happy environment is always first priority.



### Teach and taste Chipotle

**Take pride in making the Chipotle experience exceptional.** Take the time to learn it well, teach it right, and hold others to the same standard.



### Authenticity lives here

**Our food is Real and so are we.** Be your full self and make a difference.



### The movement is Real

**Stand up for what's important even when it's hard.** We source better ingredients, hire better people, and work hard to change the world. Talk about what makes you proud, so we can do more of it.



# people

## HIGHLIGHTS

# 1

year

Recognized as the leading company for high school students to start a career by The American Opportunity Index.

# \$20

million

Helped guests donate over \$20 million since 2020 through Round Up for Real Change program.

# 100

organizations

Supported over 100 organizations through our Chip In and Dish Out programs.





# people

## GOALS AND COMMITMENTS

## 2024 PROGRESS

### Attracting Talent

Support career development with internal promotions.

84%

Filled 84% of restaurant management roles with internal promotions.

Improve the retention rate of various categories of employees.

Improved retention of various categories of employees.

Maintain stable restaurant leadership.

33%

Maintained stable leadership in Apprentice, General Manager, and restauranteurs with turnover at only 33%.

### Giving

Build community where our restaurants operate.

34,000

Hosted over 34,000 fundraisers at our restaurants.





# CHIPOTLE culture

Chipotle continues to meet its purpose to **Cultivate a Better World** by creating rewarding experiences that elevate each employee through great career opportunities, competitive benefits, and a culture of Real belonging. Creating opportunities for our employees to advance their careers—and their lives—sets us apart as a company. We believe better employee experiences lead to better guest experiences, and we remain committed to building significant long-term value for all our stakeholders.

## 23,000

Promoted over 23,000 employees

Launched our first military veteran workshop for hiring managers to provide practical, ready-to-use interview practices and solutions to help attract and retain military veterans and their spouses/partners

Provided access to online training courses led by recognized leaders in various industries

## ERGs

Employee Resource Groups (ERGs) at Chipotle are voluntary, employee-led groups focused on a historically underrepresented community or wide interest within the company. ERGs are open to all eligible employees, regardless of their status as members or allies of a community.





# GIVING

**We're nothing without the communities we serve.** That's why we've set up several programs and partnerships to give back to all the communities we're proud to call home.

**\$20+**  
million

## ROUND UP FOR REAL CHANGE

Lifetime money raised through the Round Up for Real Change program, which offers restaurant guests the opportunity to round up their bill to the highest dollar amount in the Chipotle mobile app and website.

**\$5.8+**  
million

## FUNDRAISERS AND DONATIONS

Donated over \$5.8 million from in-restaurant fundraisers.

**\$320+**  
thousand

## CULTIVATE FOUNDATION

Provided over \$320,000 in scholarships to eligible students.

**700**  
hours

## CULTIVATE FOUNDATION

The Cultivate Foundation matched 700 hours of volunteer time from eligible employees through our Chip In and Dish Out program.

**405**  
thousand

## HARVEST PROGRAM

Donated over 405,000 pounds of food through the Harvest Program.



# food & animals

## HIGHLIGHTS

**47**  
million

Purchased over 47 million pounds of local produce.<sup>6</sup>

**200+**  
attendees

200+ attendees joined our Supplier Summit.

**309**  
million

Purchased over 309 million pounds of certified pork, chicken, and beef.<sup>7</sup>

<sup>6</sup>Food sourced from within 350 miles of a distribution center is defined as local.  
<sup>7</sup>Certified to third-party animal welfare standards.





# food & animals

## GOALS AND COMMITMENTS

## 2024 PROGRESS

### Organic Land

Partner with our growers to convert over 400 acres of conventional farmland to organic farmland via transitional growing methods by 2025.

**425**

Achieved our goal by helping farmers convert 425 acres of conventional farmland to organic farmland via transitional growing methods.

### Source Locally<sup>8</sup>

Purchase locally grown produce.

**47**  
million

Purchased 47 million pounds of locally grown produce.

### Supporting the Future of Farming

Donate \$5 million by the end of 2025 to support the future of farming.

**\$2.3**  
million

Committed over \$2.3 million to support the future of farming via our contribution of 5% of profits from our sales of Tractor Beverage products.

### Food with Integrity

Responsibly source ingredients meeting our Food with Integrity standards.

**100%**

100% of our United States suppliers were held accountable to our Food with Integrity standards.



<sup>8</sup>Food sourced from within 350 miles of a distribution center is defined as local.



# FOOD WITH integrity

Serving Food with Integrity means **responsibly raised and responsibly sourced ingredients.**

We only use ingredients with no artificial flavors, colors, or preservatives—except for lemon and lime juice, which are used only for flavor and can sometimes be used as natural preservatives. We cook with simple, whole ingredients that are not processed.

Chipotle conducts regular audits and evaluations of suppliers and their business practices and requires Suppliers to adhere to our Supplier Code of Conduct.<sup>9</sup>

Responsibly Raised Meats	Animals are treated humanely. No added growth hormones ever. No sub-therapeutic antibiotics.
Non-GMO	All ingredients sold to us are non-GMO. <sup>10</sup>
Supplier Transparency	Chipotle may conduct inspections, audits, and evaluations of our suppliers at any time.
Traceability	All ingredients must be traceable, with transparency covering point of origin, growing, handling, and harvesting practices.
Food Safety	All ingredients and processes must comply with our Food Safety and Quality Assurance requirements.
Code of Conduct	Suppliers are responsible for complying with our Supplier Code of Conduct.
Zero Tolerance Policy	Suppliers are required to enact a zero-tolerance policy towards the cruelty to animals.

<sup>9</sup>Food with Integrity is applicable to food and beverage suppliers. U.S. law does not permit the use of added hormones in raising pork or poultry. Refer to our website to review the Supplier Code of Conduct.  
<sup>10</sup>Some beverages may contain GMO ingredients. Animal feed may contain GMO grains.



# environment

## HIGHLIGHTS



# 41

restaurants

Opened 41 restaurants with electric cooklines.

# 50%

of new restaurants

Established organic waste diversion services for over 50% of new restaurant openings.

# 90

megawatts

Supported development of over 90 megawatts of renewable energy capacity, equivalent to enough energy to power over 11,000 homes.



We evaluate how we can **Cultivate a Better World** in everything we do. Our commitment to make a positive impact on the planet extends beyond our direct operations into strategies to engage with the community and our supply chain.

# environment

## GOALS AND COMMITMENTS

## 2024 PROGRESS<sup>13</sup>



Climate	50% reduction in Scope 1, 2, and 3 greenhouse gas emissions by 2030. <sup>11</sup>	15%	15% reduction in Scope 1 and 2 emissions.
		34%	34% increase in Scope 3 emissions.
Energy	Source 100% renewable energy for restaurant operations.	61%	61% electricity usage from renewable resources.
Waste	5% reduction in waste to landfill by 2025. <sup>12</sup>	40%	40% increase of total waste sent to landfill.
		38%	38% of waste generated in 2024 was diverted for recycling.
	Maintain 90% recycling rate at all restaurants.	90%	90% of restaurants are managed with diversion services.
	Divert 50% of our waste from landfill.	50%	Diverted 50% of waste generated from landfill.
Materials	Source and design packaging to reduce our environmental impact.	84%	84% of our guest-facing packaging was designed to support a circular economy.
Biodiversity	Identify key biodiversity hotspots throughout our operations by 2025.	3,000	Assessed pressures from operating over 3,000 restaurants and 5 key indicators.
Water	Support water stewardship efforts to conserve and restore watersheds in priority regions.	3,800	Supported projects on over 3,800 acres of land leading to water conservation and/or water quality benefits.

<sup>11</sup>Reduction compared to greenhouse gas emissions from baseline year of 2019.

<sup>12</sup>Compared with a 2020 waste baseline year.

<sup>13</sup>Greenhouse gas emissions are stated as market-based emissions (Scope 2) and consists of on-site solar generation and purchases of third party certified renewable energy certificates



# sustainable

## DESIGN & DEVELOPMENT

Our restaurants are where our brand comes to life. The moment guests walk through our front door we seek to bring a smooth, reliable, and enjoyable restaurant experience. **The Line is the Moment of Truth**, and we continue to innovate on features supporting the food makeline and in the restaurant to provide guests with the best dining experience.

### At our Jacksonville, Florida restaurant, the cookline features our

Electric dual-sided grill

New rice cookers that are 30% more energy efficient than the conventional model

Redesigned cookline that reduces energy demand

We aim to achieve **100% renewable energy** use at the restaurant locations we operate.

**55%** of the restaurant's energy demand supplied by canopies

On-site solar canopies at our Chico, California restaurant supplied over 55% of the restaurant's energy demand, reducing greenhouse gas emissions with clean energy and reducing reliance on the grid during peak demand.

**90** megawatts of renewable energy

Supported community solar development that will generate over 90 megawatts of renewable energy.



## KEY FEATURES OF RESPONSIBLE RESTAURANT DESIGN

Rooftop solar panels

All-electric equipment and systems

Heat pump water heaters and HVAC

Smaller electric cookline and improved exhaust hoods

Energy management systems

Cactus leather chairs

Artwork made from recycled rice husks

Electric vehicle charging stations





# regenerative

## AGRICULTURE




At Chipotle, we remain committed to **Cultivating a Better World by fostering agricultural practices that support healthier farms, vibrant communities, and a thriving planet.** We believe the future of food lies in creating systems that improve soil health, generate nutrient-dense ingredients, and build resilience to the challenges created by a changing climate.

Ingredient by ingredient, we are evolving our Food with Integrity standards to bring innovative ideas to the mainstream, empowering the industry to embrace sustainability standards that don't compromise food safety or quality. By prioritizing soil health, water conservation, and biodiversity, we are shaping a future where food systems are regenerative and purposeful, making Real food more accessible for generations to come.

By working closely with our suppliers, we are fostering practices that not only improve the health of the land but also deliver food with a purpose.

Our supplier surveys reveal that improving soil health is the most widely prevalent focus amongst our supplier network.



**Plant-based fertilizer may reduce the amount of nitrogen runoff, reduce greenhouse gas emissions from manufacturing, as well as improve soil health.** Partnering with our leafy greens farmers, we piloted the use of an organic plant-based fertilizer on approximately 400 acres of farmland and found a significant increase in soil organic matter and microbial activity compared to use of a conventional fertilizer. The positive results demonstrated that the use of plant-based fertilizer can improve soil health while not negatively impacting yield. Achieving these results requires local technical support and monitoring to create a unique application plan based on local conditions.



# forward looking STATEMENTS



Certain statements in this report, which relate to our Food & Animals, People, and Environment goals, and statements regarding our goals and plans with respect to staffing, employee benefits, our supply chain standards and auditing, and environmental goals, as well as other statements of our expectations and plans, are forward-looking statements as defined in the Private Securities Litigation Reform Act of 1995. We use words such as “anticipate”, “believe”, “could”, “continue”, “should”, “estimate”, “expect”, “intend”, “may”, “predict”, “target”, “strive,” “seek,” “will”, and similar terms and phrases, including references to assumptions, to identify forward-looking statements.

The forward-looking statements in this report are based on information available to us as of the date such statements are made and we assume no obligation to update these forward-looking statements. These statements are subject to risks and uncertainties that could cause actual results to differ materially from those described in the statements. These risks and uncertainties include the risk factors described from time to time in our SEC reports, including our most recent annual report on Form 10-K and subsequent quarterly reports on Form 10-Q, all of which are available on the investor relations page of our website at [ir.chipotle.com](https://ir.chipotle.com).

