Working towards a Fab Future

Annual Impact Report 2026

www.drabtofab.com



Company Snapshot



Founded:
2020

Employees:
24





Headquarters:
San Diego,
California



B Corp
Certified in:
2025

Who We Are

SAN DIEGO MAGAZINE 2026 BEST OF SAN DIEGO WINNER

1% FOR THE PLANET

California Landscape Contractors Association

Certified B Corporation

Association of Professional Landscape Designers APLD

QWEL QUALIFIED WATER EFFICIENT LANDSCAPER





Mission & Vision

Mission

To collaborate with nature and ecosystem processes to create sustainable landscapes that thrive for generations. Blending innovative design with climate adaptive practices, we enhance biodiversity, conserve natural resources, and ensure lasting impact. Our educational approach empowers our clients to steward their natural landscapes and foster deeper connection with the world around them.

Vision

To build Coastal California's largest, best-compensated, and most highly trained and educated landscape team; setting a new standard for our industry.

Sustainable Landscape Performance

Our work is designed to create resilient landscapes that conserve resources, support biodiversity, and improve the relationship between people and the natural environment.









Milestones Reached



2,767

Climate Adapted plants installed

20%

Native usage, totaling 564

520

Cubic Yards of Organic mulch used



Sustainable Property Management

34

Sustainable Landscapes Designed

29

Sustainable Landscapes Installed

108

Properties Sustainably Maintained

Water Stewardship

1,193,200
Gallons conserved

157
Smart water controllers managed

24%
Decrease in water consumption



Environmental Outcomes



20 Mile Radius

We operate within a 20 mile radius of our HQ to reduce carbon emissions low.

92%

Alternative fuel fleet, with six E85 vehicles and five hybrids.

100%

Electric maintenance equipment used on site



Our Strive for Change

The Challenge

Conventional landscaping can consume significant water, reduce biodiversity, generate waste, and rely on practices that disrupt natural ecosystems. Climate change, drought, habitat loss, and increasing development pressures make thoughtful landscape stewardship more important than ever.

Impact Outcomes

Environmental Outcomes

Advancing sustainable practices that reduce environmental impact and strengthen long-term resilience.

Social Outcomes

Creating positive community impact through diversity, equity, inclusion, well-being, and meaningful engagement.

Economic Outcomes

Driving sustainable economic value through efficiency, innovation, investment, and long-term growth.





Environmental Outcomes

Drab to Fab collaborates with nature to design, build, and maintain sustainable landscapes that thrive for generations. We create resilient outdoor spaces by using native and climate-adaptive plants, improving water efficiency, building healthy soils, and selecting environmentally preferred materials.

We reduce chemical use, waste, and unnecessary emissions while educating clients on responsible landscape stewardship. Our approach creates lasting landscapes that conserve resources, support biodiversity, and enhance the health and well-being of people, wildlife, and communities.

Environmental Outcomes

- Reduced landscape water consumption
- Increased biodiversity and habitat value
- Improved soil health
- Reduced pesticide and chemical use
- Reduced material and green waste
- Lower operational carbon emissions
- Native forward and climate adaptive planting

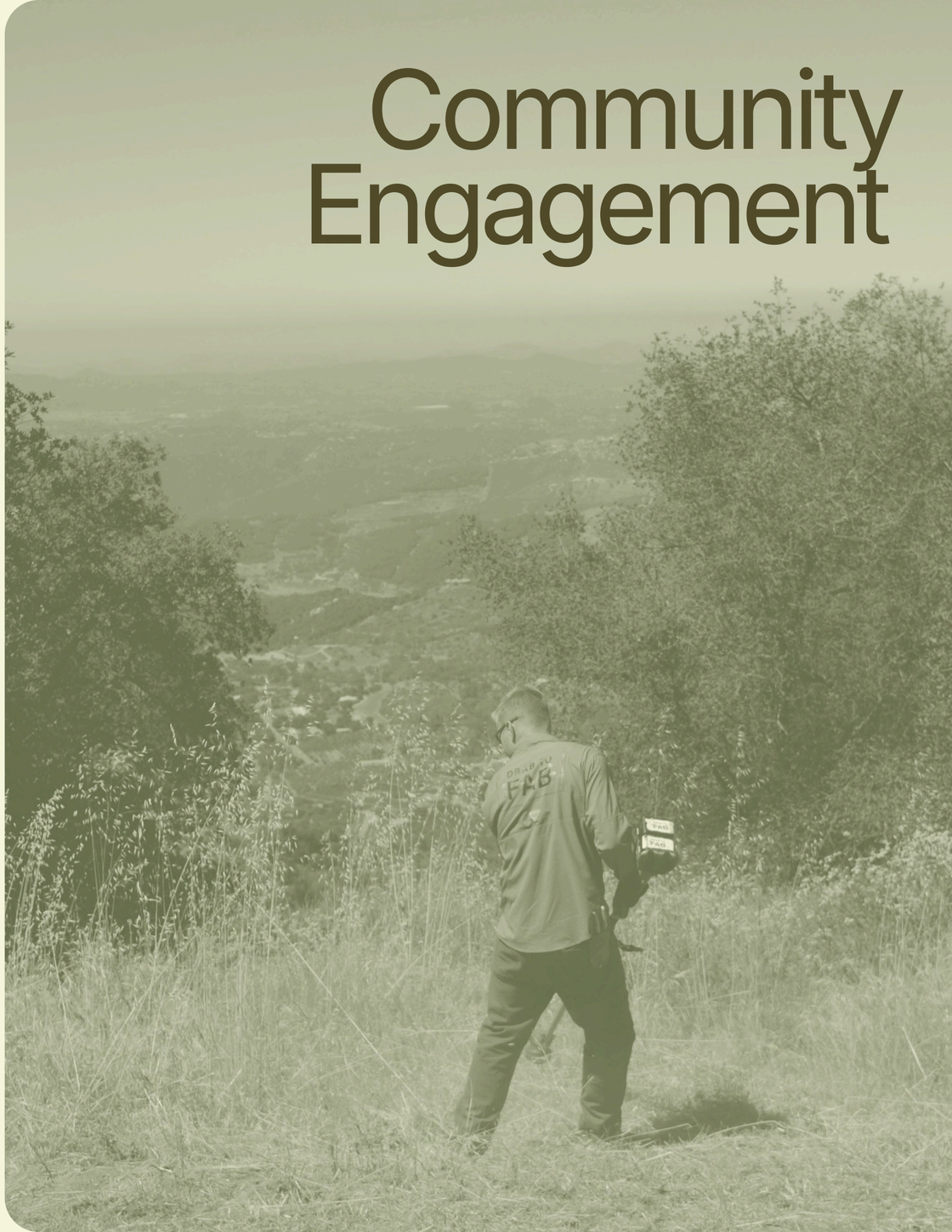




Community Engagement

Drab to Fab supports its community through charitable giving, donated services, volunteer participation, environmental education, and partnerships with organizations working to improve local communities and ecosystems.

This year our team spent Juneteenth at Serenity Harrison Ranch on Palomar Mountain helping assist with fire readiness. We spent 96 hours helping clear invasive species and fire fuels from structures on the property. Our team then spent time onsite learning about the ranch and enjoying the fresh mountain air and scenery.



Social Outcomes

- Greater client understanding of sustainable landscaping
- Healthier outdoor spaces for people and communities
- Employee education and professional development
- Community partnerships, volunteering, and charitable contributions
- Increased public awareness of climate adaptive landscape practices
- up to 100% employer contribution toward select health insurance plans





Economic Outcomes

Drab to Fab's growth creates opportunities for our people and strengthens our local economy. This year, we welcomed 17 new team members and promoted two employees into management roles, investing in career advancement and building leadership from within.

As we grow, we remain focused on creating quality jobs, developing our workforce, and building a resilient business that delivers lasting value for our employees, clients, and community.

Economic Outcomes



- Durable landscapes with lower long term resource requirements
- Support for local suppliers and service providers
- Skilled local employment and career development
- Growth of a financially sustainable environmental business

Responsible Business Practices

Accountable & Ethical Leadership

We embed social and environmental responsibility into decision-making through leadership accountability, stakeholder consideration, and ethical sourcing.

Transparent & Engaged Governance

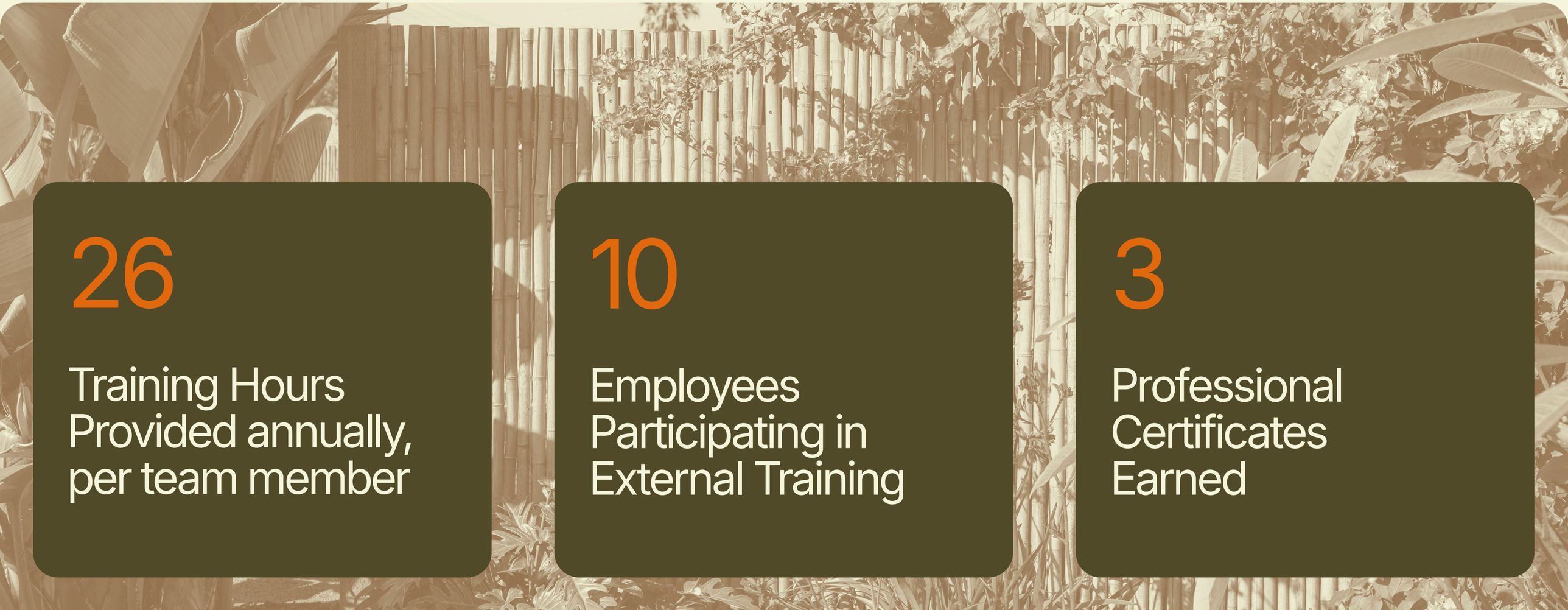
We measure and report our impact transparently while engaging employees in environmental performance and continuous improvement.

Employee Well-Being & Development

We support our team through health benefits, paid time off, professional development, technical and safety training, and flexible scheduling.



Internal Governance



26

Training Hours Provided annually, per team member

10

Employees Participating in External Training

3

Professional Certificates Earned

Internal Governance



“I began my journey at Drab to Fab as a member of the maintenance team, hoping to gain a different perspective on landscape design. Working in the field allowed me to see firsthand what goes into maintaining a successful landscape and how design decisions affect a space over time. This experience gave me valuable practical knowledge that complemented what I learned while earning my degree in landscape architecture at The University of Arizona.

After working on the maintenance team, I was given the opportunity to transition to the design team. In this new role, I have been able to combine my college education with the hands-on experience I gained in the field, helping me approach projects with greater awareness and make more thoughtful design decisions.



Today, I work full time on Drab to Fab’s design team, where I continue to expand my knowledge, strengthen my skills, and grow as a landscape designer.”

Steven Giraldo
Landscape Design Assistant

Team Success Story



Looking Forward

What's Next?

Becoming a Certified B Corporation marks an important milestone in Drab to Fab's journey—but it is not the destination. Looking ahead, we will continue to strengthen the practices, policies, and partnerships that allow us to create meaningful value for our employees, clients, community, and environment.

Looking Forward

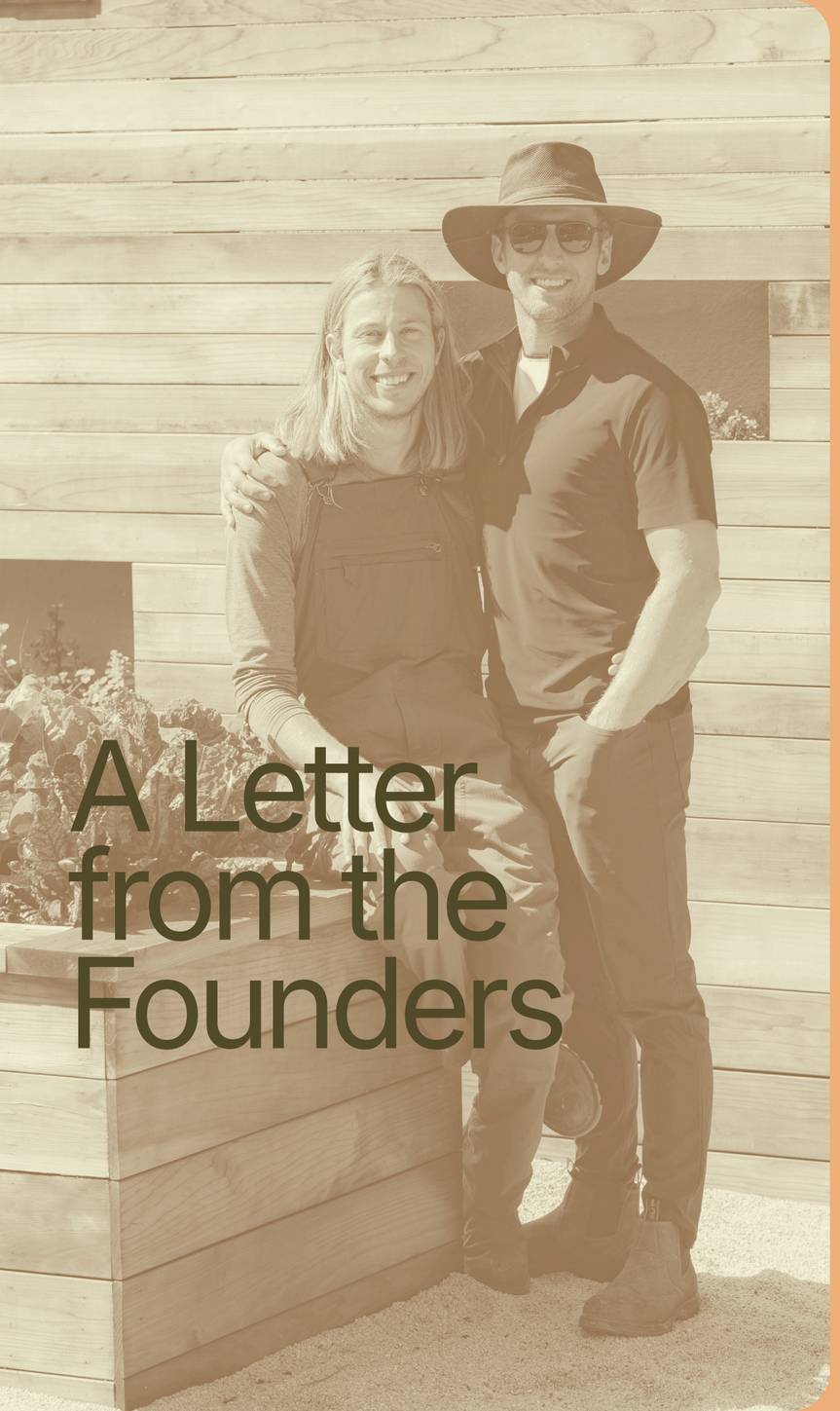
Expand Climate-Resilient Landscaping
Increase the use of native, drought-tolerant, and climate-adaptive plants across landscape projects.

Reduce Resource Consumption
Continue improving water efficiency while reducing waste, chemical use, and unnecessary emissions.

Strengthen Responsible Sourcing
Increase the use of locally sourced, environmentally preferred, and responsibly produced materials.

Invest in Our People
Expand employee training, professional development, safety programs, and opportunities for meaningful participation in sustainability initiatives.





A Letter from the Founders

To our Drab to Fab community,

At Drab to Fab, we work to weave care for the planet into every decision we make. Working outdoors we are reminded daily of the importance of our decisions and the ripple effects they have. That's why this year we continued our mission to plant sustainably, reduce landfill waste, support local communities, extend the life of goods, and demonstrate that a circular economy can be both profitable and impactful.

This report highlights the measurable progress we made during 2026, the challenges we faced, and the goals we have established for the coming year.

Thank you to our customers, team, partners, and community members for helping make this impact possible.

Sincerely,

Alec and Kurt



Together, We Can Grow a Fab Future.

Follow us as we continue our journey towards greater sustainability.

@drabtofab

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