



RBG
Cares 
DRIVING POSITIVE CHANGE
IN OUR COMMUNITIES



REYES BEVERAGE GROUP

CORPORATE SOCIAL RESPONSIBILITY

2025 REPORT

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◆ FEATURE STORY



RBG Expands Solar Capacity

Tom Day

Chief Executive Officer
Reyes Beverage Group



A MESSAGE FROM OUR CEO

Reyes Beverage Group (RBG) is guided by two principles: running a good business and getting better every day. Coast to coast, our teams work toward a better tomorrow for our people, partners, communities and planet.

Our Corporate Social Responsibility (CSR) report is a transparent look at how we operate with a responsible and sustainable mindset. It showcases how CSR is embedded in everything we do as we continue to grow and serve as a trusted distributor of choice in all our markets. Inside this report, you'll see how we:

**ENGAGE OUR PEOPLE**

Building a culture across RBG and within our local communities that prioritizes the safety, investment and development of the incredible people that make up RBG

**REDUCE OUR ENVIRONMENTAL IMPACT**

Improving efficiency, cutting waste and weaving more sustainable practices into our operations through innovation and technology

**SUPPORT OUR COMMUNITIES**

Giving back through charitable donations and philanthropic efforts at every level of our business to show up for the places where we live and work

**STRENGTHEN OUR GOVERNANCE**

Keeping integrity, accountability and compliance at our core is critical to our ambition to be the elite beverage distributor in the U.S.

We're proud of all the progress we've made so far. This report is an opportunity to celebrate our wins, and it's also a reminder that we're not done. In 2026 and beyond, our promise is simple: to continue raising the bar and deliver bigger, better impact in the years to come.

Cheers!

Stops: 4,589 Cases: 262,630 Kegs: 3,288 CE's: 279,678



ABOUT RBG

Performance Promise
Company Overview
People & Culture
Ethics & Compliance
Safety

REYES BEVERAGE GROUP PERFORMANCE PROMISE

Reyes Beverage Group is a family-owned, total beverage distributor. We're proud to be the largest beer distributor in the U.S. and have grown our portfolio to include spirits, non-alcoholic options, ready-to-drink cocktails, wine and more.

In 2025, we delivered approximately 320 million cases to more than 115,000 retail accounts across the nation. We are committed to being the distributor of choice by providing unparalleled service and continually striving to grow our customers' profitability. We focus on development, progress and continuous improvement at every level of our business, all while working to leave this planet better than how we found it.

PURPOSE

Connecting customers, consumers and brands every day, everywhere we operate

AMBITION

To be the elite beverage distributor in the U.S.

VALUES

Accountability + Integrity + Responsibility + Teamwork + Wellness + Humility + Be The Best



WORKING TOWARD A BETTER TOMORROW

Working toward a better tomorrow is an ongoing commitment we've made through continuous innovation and process improvements, with plans in place to grow these efforts in the future.

2025 COMPANY OVERVIEW



320M+
cases delivered annually



115k+
customer accounts



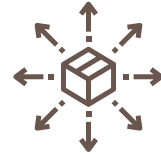
315+
supplier partners



10K+
SKUs



50+
supplier awards & milestones



20
distributors



54
facilities



12
markets



& MANY MORE



REYES BEVERAGE GROUP

PEOPLE VISION

Our Team

Our team is a vibrant collection of great people built upon individual and diverse characteristics, values, beliefs, experiences and backgrounds, all of which are reflected across our enterprise. In short – our vision is a team that truly reflects the communities we call home across the nation and the world.

Our Vision

Our vision is embracing our differences and similarities with a collective goal of striving for excellence in all that we do – in our operations, in the way we treat each other, and in our service to our customers, suppliers and business partners. We are committed to fostering an environment where all are valued, respected and encouraged to achieve their highest potential.



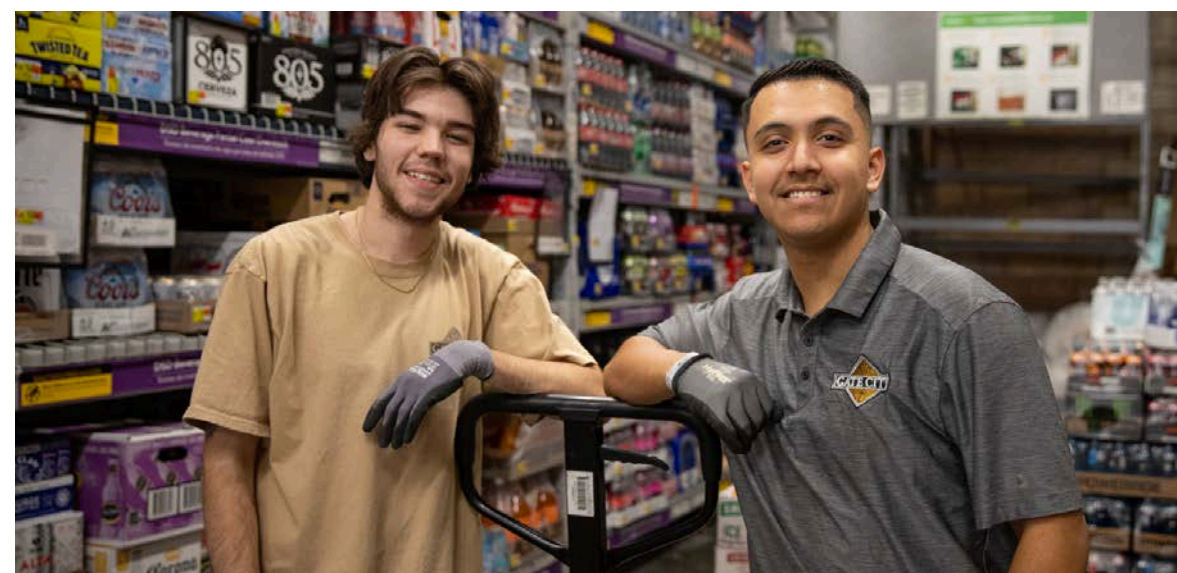
FAIRNESS

We are committed to treating everyone fairly



MERIT

We provide a merit-based environment where we enable those who live our values to succeed



INDIVIDUALITY

We value and respect the contributions of each individual team member to shape our enterprise's success

2025 PEOPLE VISION STATS



EMPLOYEE COUNT



10,000+ total employees

2,910

New hires in 2025

650

Roles filled to support our spirits growth and GALLO business in California

30

Internships and apprentices

880

Internal promotions in 2025

75%

Leadership positions filled from internal promotions

EMPLOYEE ENGAGEMENT SCORES

91%

manager effectiveness

87%

employee engagement

91%

people vision

88%

all results

Our scores increased from last year and we surpassed external benchmarks on every question!



78 workplace of choice awards

If I could describe my team in one word, it would be family. Everyone is always willing to help one another. I value the relationships I build with the people I meet and help develop.

Tyler Pulley, Warehouse Lead
Harbor Distributing – Huntington Beach



What I enjoy most about this job is the people. It's not just my team; I really enjoy getting to know my customers and building rapport with my accounts. Although I'm not entirely sure about my future plans, I know that I want to grow with RBG and see where it takes me. I became a lead at the beginning of this year, thanks to the encouragement from my co-workers and supervisor.

Royland Gibbons, Merchandiser Lead
Island Distributing – Oahu



Throughout my journey to becoming a delivery supervisor, I've been embraced with exceptional guidance and unwavering support. I'm not just a supervisor; I'm a trusted leader whom my drivers depend on. Together, we strive for a common goal: to be the best. Our unmatched teamwork and shared integrity make this place feel like home. My peers and drivers are not just colleagues, but family.

Mariana Sanchez, Delivery Supervisor
Gold Coast Beverage – Doral



ETHICS & COMPLIANCE, SAFETY

ETHICS & COMPLIANCE

At RBG, our commitment to ethics is foundational to our culture and critical to maintaining the integrity, accountability and respect that defines our workplace.

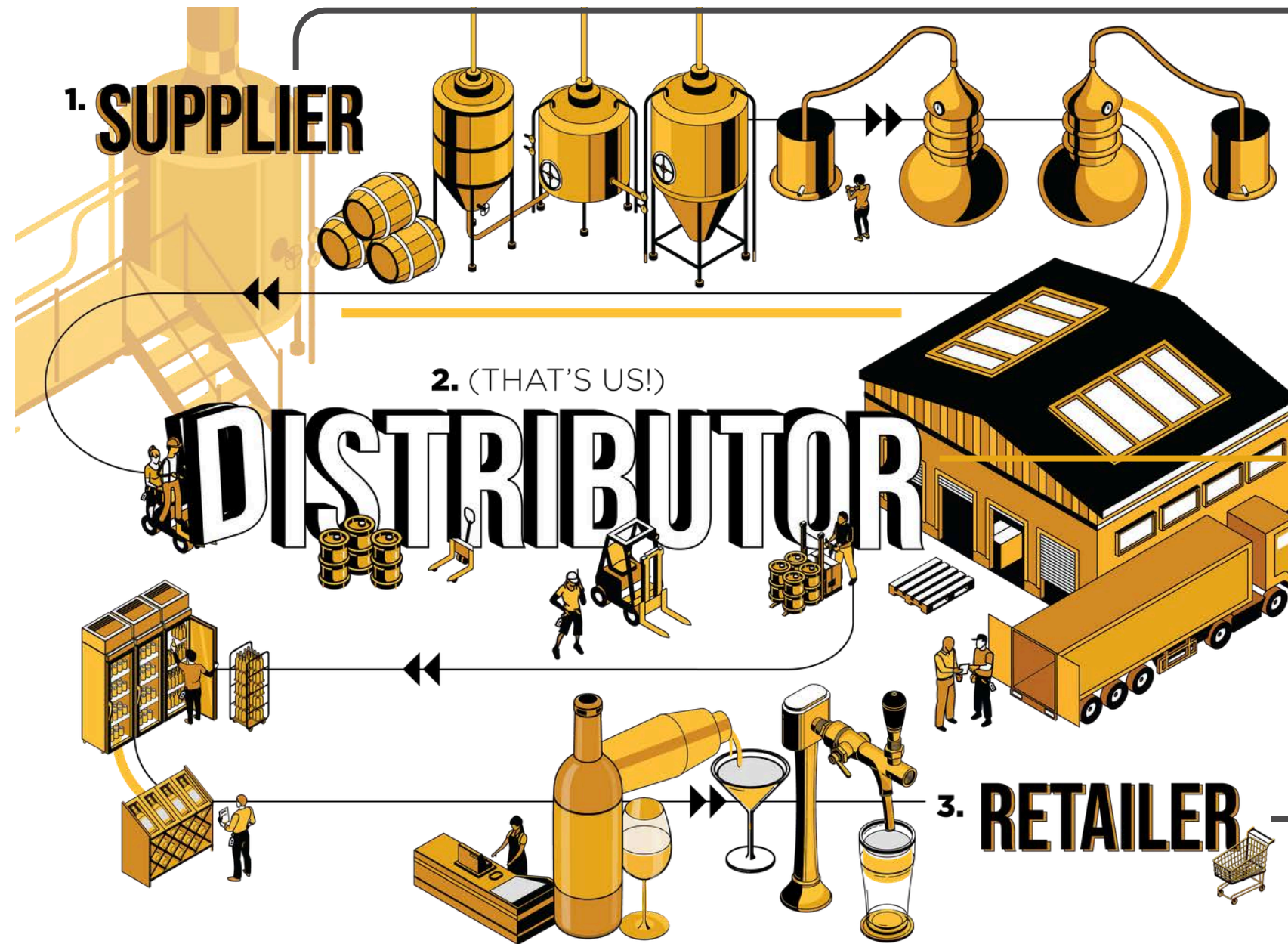
Our ability to deliver on our Performance Promise depends on our unwavering commitment to earning the trust of our employees, customers and suppliers by acting ethically in all we do.



100% ETHICS CERTIFICATION COMPLETION

COMPLIANCE: THE LAW BEHIND BEV-ALC DISTRIBUTING

Alcohol is one of the most regulated consumer goods in the country. At RBG, we are committed to the responsible sale, marketing and consumption of the products we distribute. We are among the only bev-alc distributors with a compliance director who oversees all compliance leads and conducts training for all employees. RBG companies are active members of their respective state wholesaler associations, which interact with state legislators and help educate lawmakers on the importance of maintaining and enforcing the three-tier system. Through these relationships, we have emphasized our desire to cooperate with state regulatory agents to ensure compliance. Ethics is a cornerstone of our business. Our dedicated Office of Ethics and Compliance upholds our values on a daily basis.



Tier 1
Suppliers, brewers, distillers and importers

Tier 2
Distributors (that's us!) – the intermediate entity that buys products in bulk and sells to retailers. Distributors offer transportation, refrigeration and maintenance of products

Tier 3
Retailers – bars, liquor stores, grocery markets or other authorized and licensed sellers. They may sell products either on-premise for immediate consumption or off-premise for consumption at home

ETHICS & COMPLIANCE, SAFETY SAFETY

Overview

In 2025, our safety initiatives focused on injury and collision prevention, sustainability, compliance and security. These efforts were supported by targeted training, technology investments and culture-driven initiatives. We made meaningful progress in injury prevention, outperforming our Injury Frequency Rate target and improving by nearly 20% compared to prior year.

2026 SAFETY GOAL

GOAL: REDUCE OUR INJURY FREQUENCY RATE (IFR) AND ACCIDENT FREQUENCY RATE (AFR) BY 2% COMPARED TO 2025

As we look ahead to 2026, we are building on our progress with a clear focus on strengthening a proactive, prevention-first safety culture across Reyes Beverage Group. By reinforcing accountability and compliance, we aim to embed safety into every decision, every role and every day as we continue our journey toward safer workplaces and roads.



KINETIC

This wearable technology alerts drivers and warehouse selectors of high-risk postures via vibration.

Injury Frequency Rate down nearly 20%
versus prior year

Over 5% decrease in Average Hourly High-Risk Postures
versus prior year

Over 80% utilization across RBG



DRIVECAM

Lytx DriveCam technology improves driver safety by identifying risks in real-time.

Over 80% coaching effectiveness scores across RBG

Over 25% improvement in RBG's Performance Risk Score
versus prior year (as of Nov 2025)



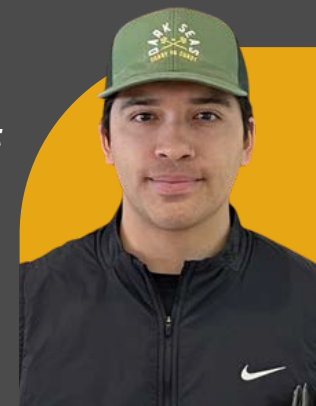
360-DEGREE CAMERAS

360-degree cameras expand visibility around the vehicle, helping reduce risk during everyday maneuvers.

Approx. 2% decrease in fixed object collisions
versus prior year

40% of the RBG fleet is equipped with 360-degree cameras

My day-to-day involves a lot of repetitive lifting, so using proper ergonomics and stretching in between my breaks are key to doing it all over again the next day. I implement safe work practices so years down the road, my body won't pay the price of trying to cut corners at work by being unsafe.



Willie Aguilar, Night Warehouse Lead, Harbor Distributing – Huntington Beach

The safety of our team is paramount. It's not just about delivering our products, it's about saving lives while operating a CMV and bringing our people home safely every day.



Derick Onna, Delivery Manager, Premium Distributors of Virginia – Richmond

SAFETY LEAD SPOTLIGHT

Nicole Decuollo,

Safety Director
RBG West



Q: HOW IS SAFETY BUILT INTO RBG'S CULTURE?

A: We move a lot of product through our warehouses, on our trucks and into customer locations, and doing so successfully relies entirely on keeping our people safe. Safety isn't just a **part** of how we operate - it is how we operate. We do this by providing comprehensive training programs, clear policies and procedures, regular audits and inspections, and by instilling knowledge and accountability in our leaders, who engage with our employees every day. **Safety is built into our culture because we care about our people, and it's our responsibility to ensure that after every shift and every day, they get home safely.** That commitment is built into the core of who we are as a distributor.

Q: WHAT WERE OUR TOP THREE SAFETY OBJECTIVES FOR 2025 AND WHAT WERE OUR RESULTS?

A: **Our top three safety objectives for 2025 were injury reduction and prevention, collision reduction and prevention, and leadership development.**

1. For injury reduction and prevention, we focused on ensuring our leaders had the tools to engage in behavior-based safety observations, conducted quality incident investigations and held our teams to a higher standard of ergonomic behaviors.
2. For collision reduction and prevention, we focused on prevention by using DriveCam, conducting quality coaching behaviors with our drivers and following up through in-cab coaching. These efforts helped us create consistent processes that we carried into 2026.
3. Our third objective, leadership development, was a critical one. Leaders set the tone for the organization, and we addressed this through training programs that equip leaders to coach behavior-based safety observations, use DriveCam effectively and engage their teams daily. Whether through safety walks or rack inspections, it's about taking initiative to problem-solve immediately and provide corrective actions in partnership with safety.

In 2025, it wasn't just about results or metrics - it was about changing how we lead, how we communicate and how we show up for our teams every day, and we're carrying that momentum into 2026 as part of our strategic safety vision.

Q: OF ALL THE PROGRAMS, WHICH ONE MOST EFFECTIVELY REINFORCES SAFE BEHAVIOR?

A: There isn't one single program that contributes the most to reinforcing safe behavior, it's really all of our programs working together. Our trainings, written programs, reporting and accountability all contribute to creating a safe work environment. However, **if I had to choose one, it would be our engagement practices, including behavior-based safety observations and in-cab coaching.** These practices create clear communication and expectations and help drive behavior change. When people start each shift aligned, communicated with and supported, that's when we see the safest behaviors and the strongest culture.

Q: WHICH TECHNOLOGIES PRODUCED MEASURABLE RISK REDUCTION, AND WHAT'S NEXT?

A: When we evaluate technology, we focus on two key questions: does it help reduce risk and create value, and is it easy for our teams to use? **One tool that clearly does both is DriveCam.** It helps reduce risk by allowing us to identify behaviors before collisions occur and coach drivers in a timely and meaningful way. Another technology we do an excellent job with is our wearable device, Kinetic. It helps identify high-risk postures, reinforce proper lifting techniques and reduce the risk of injuries, like sprains and strains, across our delivery and warehouse teams. Looking ahead, the next step is better leveraging our data - combining claims information, high-risk posture data and emerging AI tools to build stronger ergonomic programs and future initiatives. **Technology doesn't replace strong leadership or strong processes, but when we combine the right tools with the right behaviors, we're able to reduce risk faster and create sustainable processes.**

Safety is built into our culture because we care about our people, and it's our responsibility to ensure that after every shift and every day, they get home safely.



CSR APPROACH

MISSION STATEMENT

At Reyes Beverage Group, we are committed to reducing the carbon footprint of our operations and delivery systems and their environmental impact. While we are making strides in operating with a more responsible and sustainable mindset, we know there is always room to improve. Working toward a better tomorrow is an ongoing commitment we've made through continuous innovation and process improvements, with plans already in place to grow those efforts in the future.

CSR ORGANIZATIONAL CHART



Leadership Team

The first step is setting CSR goals. Our leadership team is responsible for providing guidance, motivation and protocols to focus the company's conscious efforts within our communities and ensure progress against shared goals.



CSR Committee

A group of individuals across the Reyes Family of Businesses is responsible for providing guidance and setting standards for the company's sustainable operations.



Cheers for Charity Committee

Our community engagement committee includes employees from coast to coast who have a passion for giving, advocating and volunteering through local initiatives. They help improve the communities in which we do business.



Sustainability Team

Our sustainability team is comprised of approximately 35 individuals in five sub-teams from various RBG facilities across the country. The sub-teams include fuel and emissions reduction, waste diversion, energy efficiency, employee engagement and sustainability champions.



RBG Employees

Our employees are the core of our corporate social responsibility efforts. They make our company and community a better place every day, everywhere we operate.



RBG CARES PILLARS

MISSION STATEMENT



Our RBG Cares program embodies our commitment to make a positive impact in the communities where we live and work. As part of our commitment, we believe in the power and necessity of working together to lift those around us and leave a better world for future generations.

RBG Cares encompasses four focus areas where we feel we can have the most meaningful impact.



RBG Cares: Four Focus Areas



RBG Cares
COMMUNITY
CHEERS FOR
CHARITY



RBG Cares
RECYCLING



RBG Cares
ENERGY



RBG Cares
**FUEL &
EMISSIONS**

SUSTAINABILITY

KEY FIGURES AT A GLANCE



RBG Cares COMMUNITY



COMMUNITY EVENTS SUPPORTED

135



EMPLOYEE VOLUNTEERS

2,860



MONETARY DONATIONS

\$1.4 MILLION

- Increase our total community events to 200
- Increase employee volunteer involvement to 3,000

2025 STATS

2026 GOALS



RBG Cares RECYCLING

WASTE DIVERSION RATE

Goal: 62%



Actual: 63%

- RBG exceeded waste diversion goals, with an approx. 20% improvement year over year

- Achieve 70% waste diversion rate in 2026



RBG Cares ENERGY

REDUCTION IN ELECTRICITY EMISSIONS

Goal: 3%



Actual: 7.6%

INCREASE SOLAR CAPACITY

- 7 MW of solar capacity were completed or construction started in 2025

- Achieve 3% reduction in electricity emissions year over year
- Add 4.6 MW of solar capacity



RBG Cares FUEL & EMISSIONS

REDUCTION IN FUEL EMISSIONS

Goal: 3%



Actual: 7%

MAINTAIN IDLE TIME ACROSS RBG

- RBG maintained under 20% idle time across RBG at 18.6%

- Achieve 3% fuel emissions reduction year over year
- Maintain under 20% idle time across RBG

2030 GOAL

RBG will achieve a 60% reduction in carbon emissions and zero waste-to-landfill by 2030*

*Company will review targets periodically and may recalculate our targets and baseline in the event of any change that significantly impacts (positively or negatively) performance.

RBG CARES

COMMUNITY

OVERVIEW

Through our internal philanthropic arm, **Cheers For Charity**, our teams strive to make a significant impact through the acts of giving, volunteering and advocating for local organizations. We're focused on supporting those in need through humanitarian, health, environmental, cultural and educational initiatives in our communities.



CHEERS FOR CHARITY

CHEERS FOR CHARITY MISSION STATEMENT

Our mission is to make a positive and lasting impact in the communities we serve by connecting our business efforts with organizations that resonate with our employees. Our Cheers for Charity committee goes above and beyond their day-to-day responsibilities, planning and organizing events that foster employee engagement and inspire giving back to their communities.

By encouraging local teams to engage with leaders, we aim to gain support and improve employee participation. We also share monthly recaps to keep everyone informed about events and their outcomes.



Charitable Focus Areas

We know that when our local communities thrive, our business thrives. Whether it be through volunteerism, philanthropic support or local partnerships, we strive to have a positive and lasting impact in our communities, especially in times of need.



Veterans / Active Duty Support



Housing / Family Support



Local Food Organizations



Health / Medical Support



Sustainability Initiatives



Animal Assistance



Seasonal Community Engagement

RBG CARES: COMMUNITY 2025 METRICS



110+
local philanthropic partners



and many more!



5,080+
items donated

(i.e., pet supplies, back-to-school items, etc.)

640

food donations

1,880

toys donated over the holidays



2,860
employee volunteers

9,000+
hours volunteered



135
community events supported



\$1.4M
monetary donations



100
hours volunteered at Ronald McDonald House



1,000
trees planted

COMMUNITY GOALS 2026

- Increase our total community events to 200
- Increase employee volunteer involvement to 3,000

RBG CARES: COMMUNITY LOCAL SPOTLIGHTS

NATURAL DISASTER RELIEF



Southern CA Wildfire Relief Efforts

Reyes Beverage Group donated \$25,000 to The American Red Cross and \$5,000 to the California Fire Foundation. We partnered closely with key suppliers to deliver energy and hydration drinks to our firefighters and first responders who worked tirelessly to protect the Greater Los Angeles communities affected by the Palisades and Eaton fires.



Gifford Fire Relief Efforts

Allied Beverages - Central Coast partnered with Molson Coors and Reyes Coca-Cola Bottling - Santa Maria to donate ZOA Energy drinks and Dasani water to firefighters battling the Gifford Fire east of Santa Maria, California.



Capital Reyes Distributing Flood Relief Efforts

Capital Reyes Distributing hosted a supply donation drive to collect critically needed items for those impacted by the devastating floods in Central Texas and the Hill Country. All donated supplies were taken to charitable partners in the area.



CHARITY EXCELLENCE



Crest Beverage Certificate of Excellence

Crest Beverage was honored with a Certificate of Excellence by the Ronald McDonald House Charities of San Diego in California for their 10-year partnership in making a significant difference in their community.

Throughout the past decade, Crest Beverage employees have volunteered their time and donated money to various initiatives, including the annual Red Shoe Day, raising \$1,049.55 in 2025! This annual event plays a crucial role in helping the Ronald McDonald House Charities provide a "home away from home" for families, along with a range of other vital services, including meals and emotional support during a child's hospital stay.



Ronald McDonald House



RBG CARES: COMMUNITY LOCAL SPOTLIGHTS

SUPPLIER / BRAND PARTNERSHIPS



Gold Coast Beverage & Constellation Partnership

The Gold Coast Beverage team, in partnership with Corona and VolunteerCleanup.org, came together for a rewarding day of environmental action at Oleta River State Park in Florida. The group rolled up their sleeves to help clean the shoreline and protect our local ecosystem.



Harbor Distributing - Santa Fe Springs & Tito's Handmade Vodka Partnership

Harbor Distributing - Santa Fe Springs joined Tito's Handmade Vodka in the Block to Block with Los Angeles Neighborhood Land Trust. Our teams participated in a day of service at the Francis Avenue Community Garden in Los Angeles, California. Volunteers worked alongside Tito's and the community partner to complete hands-on gardening activities, including planting new flowers and supporting general maintenance of the garden space.



Premium Distributors of Virginia - Richmond & Supplier Partners

Premium Distributors of Virginia - Richmond hosted its 4th Annual Cheers for Charity Golf Tournament. This exciting event brought together our valued supplier partners and employees from all departments, fostering engagement while supporting our local community and the Richmond SPCA. The team proudly donated over 600 pounds of dog and cat food to help stock their pet pantry and raised \$5,350.



and many more!

COMMUNITY LEAD SPOTLIGHT

Madeline Herrera

HR Specialist,
Crest Beverage



Q: HOW DID YOU SEE RBG MAKE AN IMPACT IN OUR COMMUNITIES IN 2025?

A: Our charitable initiatives span a wide range of focus areas, including support for veterans, families, housing, food and so much more. Whether it was through volunteerism or local partnerships, we strived to have a positive and lasting impact in our communities, especially in times of need.

Q: HOW WILL RBG CONTINUE TO BUILD MOMENTUM FOR CHEERS FOR CHARITY INITIATIVES INTO THE FUTURE?

A: Our Cheers for Charity committee helps raise awareness from east to west. This group does amazing work organizing and bringing awareness to our local business units, and they have grown so much throughout my time with the company. Just like our organization, this committee will continue to grow and expand its impact.

Q: HOW ARE INITIATIVES SELECTED AT THE LOCAL LEVEL?

A: Some of the common initiatives we're all part of include pet drives, Breast Cancer Awareness Month and holiday toy drives. We do a great job listening to and taking feedback from our employees to learn and understand what they are passionate about. Each business unit is very unique in how they choose to volunteer and give back, which is why our Cheers for Charity committee gets together - we love to collaborate, hear new ideas and work together.

CHEERS FOR CHARITY LEAD,
REYES BEVERAGE GROUP

Q: HOW DOES COMMUNITY IMPACT SUPPORT OUR PERFORMANCE PROMISE?

A: Our Performance Promise is to be the best - to be elite in everything we do, and that mindset extends to how we play an active role in our communities. This is made possible because we invest in our team of talented people and lead with our values. Teamwork is the obvious one, but personally for me, it's humility. It's about going out and doing something for someone, even if it's something small or for someone you may never know. To me, that is humility, and that's what Cheers for Charity is all about.

TESTIMONIALS FROM CFC COMMITTEE MEMBERS

Leading our local Cheers for Charity initiatives has been incredibly meaningful to me. Serving others and creating opportunities to give back isn't just part of my role; it's part of who I am at my core. Being able to help our teams connect with the community in tangible ways has been one of the most rewarding aspects of my work.

Jasmine Del Rio
Human Resources Manager,
Lee Distributors and Greenco Distributing



The toy drive was a great example of what we can accomplish when we work together. It was inspiring to see so many teammates step up to help bring joy to children and families in our community. This year, I had the opportunity to not just make a donation, but actually interact with the community members receiving the gifts. Seeing the excitement and smiles on their faces is a powerful reminder that even small acts of kindness can make a big impact. Being involved has strengthened my connection to the community we serve.

Mark Moritz
Merchandiser Manager,
Premium Distributors of Michigan





REDUCE.
REUSE.
RECYCLE.
REYES BEVERAGE GROUP.



Fleet Improvements

- Investing in new equipment with the most recent technology advancements



Renewable Energy

- Installing on-site solar panels & sourcing renewable energy



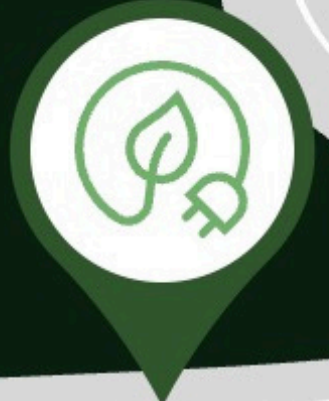
Fuel Efficiency

- Driving continuous improvement in idle time, MPG & routing



Alternative Fuels

- Utilizing electricity and biofuel



Waste Diversion

- Increasing recycling efforts across all waste streams



Energy Efficiency

- Upgrading and maintaining our warehouses with the most energy efficient technology



2030

Reyes Beverage Group will achieve a 60% reduction in carbon emissions and zero waste-to-landfill by 2030.*

**Company will review targets periodically and may recalculate our targets and baseline in the event of any change that significantly impacts (positively or negatively) performance.*



SUSTAINABILITY
Roadmap



RBG CARES

RECYCLING

OVERVIEW

We're committed to identifying and creating actionable waste diversion and reduction solutions while engaging all contributors to the waste cycle, from our frontline employees to our suppliers.

Our goal is to achieve zero waste-to-landfill by 2030 by increasing recycling efforts across all waste streams.*

To achieve our goal, we have active on-site recycling programs, which enable us to gather data, compile targeted reductions and identify waste elimination solutions in partnership with our waste diversion vendors.

*Company will review targets periodically and may recalculate our targets and baseline in the event of any change that significantly impacts (positively or negatively) performance.



RBG CARES: RECYCLING 2025 METRICS

IN 2025, RBG RECYCLED:



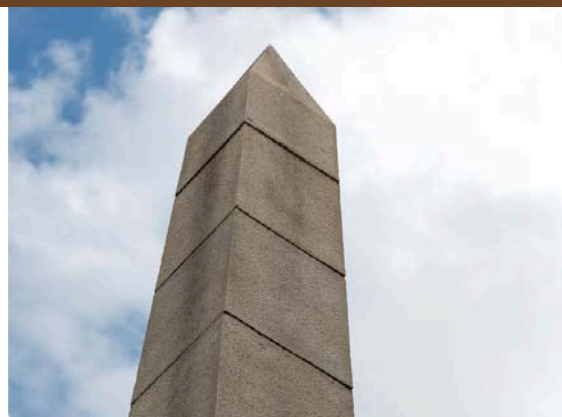
~1,820
tons wood
materials

*The weight of about 455
mature oak trees*



~1,675
tons of paper
materials

*The weight of about
250 elephants*



~20
tons glass
materials

*The weight of about 12
capstones of the
Washington Monument*



~4,000
tons of organic
materials

*The weight of about 1.5
Olympic-sized swimming
pools of water*



~255
tons metal
materials

*The approximate weight
of about 570 grand
concert pianos*



~1,170
tons of plastic
materials

*The weight of about 150
San Francisco cable cars*

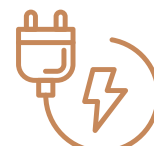


Waste diversion equivalent to:



11.7M

gallons water saved



9.4M

kWh Power saved



28.5K

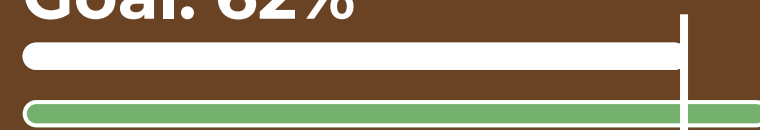
trees saved

*BENEFIT CALCULATIONS USING
U.S. GOV EPA GUIDELINES*

RECYCLING GOALS

2025

WASTE DIVERSION RATE
Goal: 62%



Actual: 63%

In 2025, RBG partnered with select locations to improve recycling efforts. These actions drove strong year-end performance, with RBG exceeding its waste diversion goals and achieving a 63% landfill diversion rate - **an improvement of approximately 20% year over year.**

2026

70% diversion rate & continuous improvement towards 2030 target of zero waste-to-landfill.

RBG CARES: RECYCLING LOCAL SPOTLIGHTS



Allied Beverages

Allied Beverages - Ventura achieved a 75% waste diversion rate - an increase from 43% in 2024.

In California, managers implemented improved methods for separating trash and recycling while continuing to engage frontline employees in process development. To support these efforts, the team optimized bin size and placement, which helped increase the facility's waste diversion rate and even reduced overall monthly vendor expense.

DID YOU KNOW?

Recycled materials used in manufacturing reduce the need for raw material extraction from our planet.



RBG CARES

ENERGY

OVERVIEW

We are actively working to incorporate and enhance sustainability technology and capabilities in our facilities while using renewable energy where possible.

Our goal is to achieve a 60% reduction in carbon emissions by 2030 across energy and fuel/emissions.*

This includes installing solar panels on our facilities, investing in energy efficient lighting and technology, exploring alternative energy options and engaging in low- and no-cost energy efficiency initiatives. All RBG employees have access to an energy metrics report that tracks electricity, water and gas usage across our facilities. This readily available data empowers employees to save energy and see their impact on reductions each month.

*Company will review targets periodically and may recalculate our targets and baseline in the event of any change that significantly impacts (positively or negatively) performance.



RBG CARES: ENERGY 2025 METRICS



7.6%
decrease in total
electricity usage



29
facilities reduced their
electricity usage



15
completed HVAC /
refrigeration energy efficiency
projects



Solar Progress

Added 2.4 MW of solar capacity in California in 2025, bringing our total to 5.2 MW to date, with construction started on 4.6 MW of solar capacity expected to complete in 2026.

- Golden Brands – Stockton ~**800 kW**
- Golden Brands – Monterey Bay ~**674 kW**
- Golden Brands – Sacramento ~**795 kW**
- Gate City Beverage – Moreno Valley ~**168 kW**



FEATURE STORY:
SOLAR ENERGY



ENERGY GOALS

2025

REDUCTION IN ELECTRICITY EMISSIONS YoY

Goal: 3%



Actual: 7.6%

2026

- 3% reduction in electricity emissions year over year
- Add 4.6 MW of solar capacity

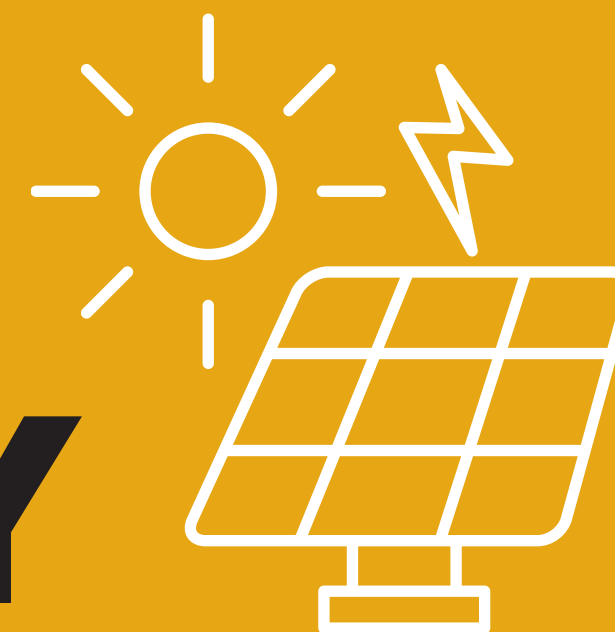
Plans are in place to install more solar systems at facilities in California and Illinois, with construction underway for estimated completion in 2026 and 2027.

1 MW = 1,000 kW



FEATURE STORY

RBG EXPANDS SOLAR CAPACITY



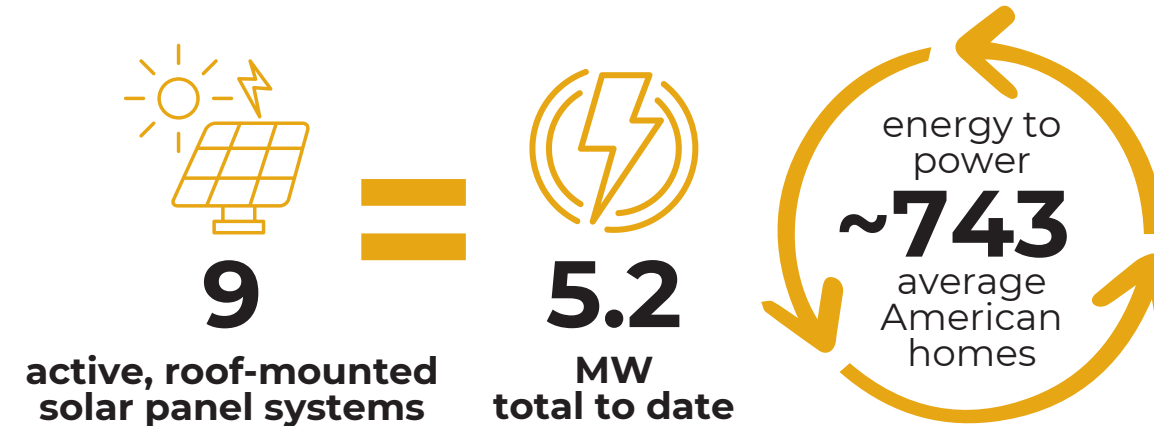


FEATURE STORY

RBG EXPANDS SOLAR CAPACITY

AT REYES BEVERAGE GROUP, WE ARE COMMITTED TO REDUCING THE CARBON FOOTPRINT AND ENVIRONMENTAL IMPACT OF OUR OPERATIONS AND DELIVERY SYSTEMS.

As of December 2025, Reyes Beverage Group owns **9** active, roof-mounted solar panel systems, totaling **5.2 MW**, and **1** battery energy storage system. A solar portfolio of that size can generate enough energy to power approximately **743** average American homes!



Crest Beverage - San Diego, CA
Operational 2023



Premium Distributors of Washington, D.C.
Operational 2023



Gate City Beverage - Moreno Valley, CA
Operational 2025



Golden Brands – Monterey Bay, CA
Operational 2025



Golden Brands – Sacramento, CA
Operational 2025



Golden Brands – Stockton, CA
Operational 2025

What is a Battery Energy Storage System (BESS?)

This advanced, emerging technology can be paired with solar systems to be used for peak shaving and/or load shifting demand management strategies.



We are actively working to incorporate and enhance sustainable technology and capabilities in our facilities while using renewable energy where possible. Looking ahead, our solar strategy continues to evolve and expand, with a growing focus on leading-edge solutions.

READ MORE IN OUR NEWSROOM >
POWERING THE FUTURE: SOLAR PROGRESS ACROSS REYES BEVERAGE GROUP





RBG CARES

FUEL & EMISSIONS

OVERVIEW

We are evolving our fleet by investing in new equipment, technology, fuel efficiency and alternative fuels to drive continuous improvement and a positive environmental impact in our communities.

Our goal is to achieve a 60% reduction in carbon emissions by 2030 across energy and fuel/emissions.*

In 2025, our sustainability team continued to invest in new equipment, increase usage of biofuels while decreasing diesel consumption, and reinforce our idle time reduction program, which focuses on educating drivers on the benefits of turning off their engines when servicing accounts.

*Company will review targets periodically and may recalculate our targets and baseline in the event of any change that significantly impacts (positively or negatively) performance.

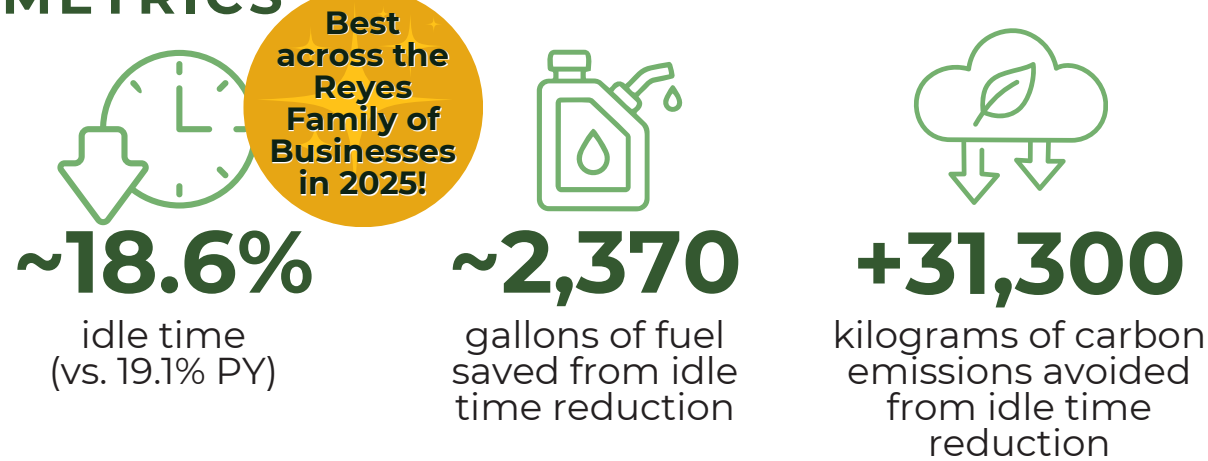


RBG CARES: FUEL & EMISSIONS 2025 METRICS



2025 WINS

IDLE TIME REDUCTION



RBG IDLING PERFORMANCE REPORT

In 2023, our sustainability team introduced the monthly RBG Idling Performance Report (RIP Report), which shares best practices and news relating to our idle time reduction program with all RBG delivery managers. This report provides delivery managers the data they need to coach and recognize their top performers - and ultimately reduce idling time across the organization. Since implementing the RIP Report, RBG has cut down idle time by almost 9%.



EMPLOYEE EV CHARGERS

In 2025, we added chargers at our Allied Beverages (Santa Maria, Sylmar and Ventura, California), Chicago Beverage Systems (Chicago, Illinois) and Harbor Distributing (Huntington Beach and Santa Fe Springs, California) facilities.



ELECTRIC VEHICLES

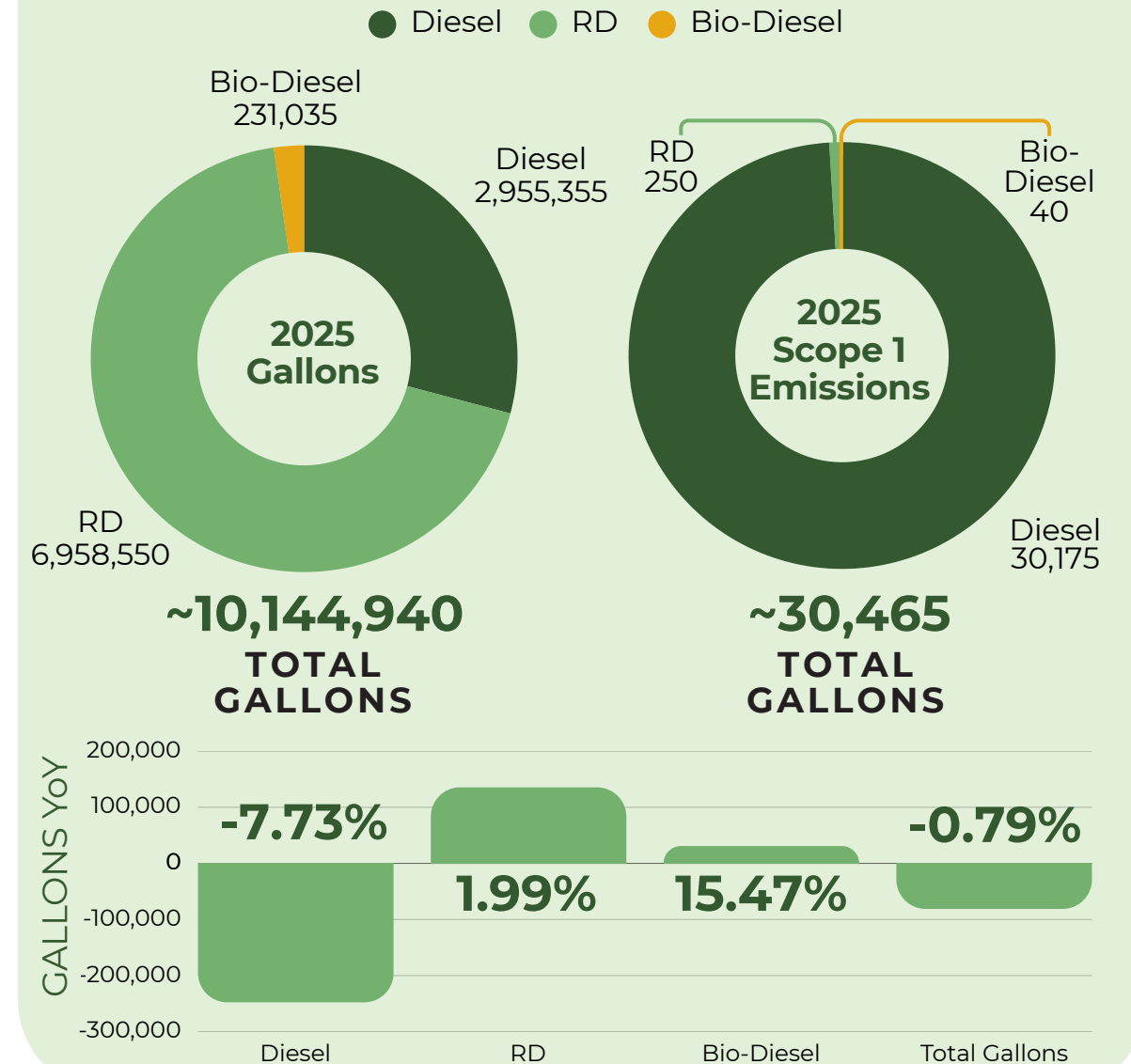
40+ tractors **30+** service vehicles
Added 15 additional EV tractors in 2025

~1.2M total electric miles driven

~682K miles driven with vans and pickups
~525K miles driven with class 8 trucks

RENEWABLE DIESEL / FUEL STATS

In 2025, RBG increased usage of biofuels and decreased diesel consumption:



FUEL & EMISSIONS GOALS

2025
REDUCTION IN FUEL EMISSIONS YoY

Goal: 3%



Actual: 7%

2026

- Achieve 3% fuel emissions reduction year over year
- Maintain under 20% idle time across RBG

RBG CARES: FUEL & EMISSIONS LOCAL SPOTLIGHTS



In October 2025, RBG surpassed 1,000,000 electric miles driven!

Reyes Beverage Group reached a significant milestone, surpassing **1,000,000 electric miles** driven since the initial introduction of electric vehicles to our fleet. This achievement has helped us **avoid nearly 1.2 million kilograms of carbon emissions***, marking significant progress in carbon emission reduction.



~1,186,700 kg

total* carbon emissions avoided



~89,575

total* gallons of fuel saved



*From October 2021 - December 2025

Source:
epa.gov/energy/greenhouse-gas-equivalencies-calculator

OUR TOTAL* CARBON EMISSIONS AVOIDED IS EQUIVALENT TO

The greenhouse gas emissions from:

~275

gasoline-powered passenger vehicles driven for one year

~3,022,000

miles driven by an average gasoline-powered vehicle

The greenhouse gas emissions avoided by:

~420

tons of waste recycled instead of landfilled

~60

garbage trucks of waste recycled instead of landfilled

~100,880

trash bags of waste recycled instead of landfilled

The carbon emissions avoided by:

~133,535

gallons of gasoline consumed

~2,750

barrels of oil consumed

~6.5

railcars' worth of coal burned

~250

homes' electricity use for one year

~95,940,545

number of smartphones charged

The amount of carbon sequestered by:

~19,625

tree seedlings grown for 10 years

~1,195

acres of U.S. forests grown in one year

SUSTAINABILITY LEAD SPOTLIGHT

Katie Leydon

Director, Transformation & Sustainability
Reyes Beverage Group



SUSTAINABILITY PROGRAM LEAD

Q: WHICH ENERGY PROJECTS DELIVERED THE BIGGEST RESULTS IN 2025 AND WHAT'S OUR REPLICATION PLAN?

A: In 2025, we installed **four new solar systems, which added 2.4 megawatts of solar capacity and brought us up to nine owned solar systems in our portfolio.** These projects are performing at 97% of expected production on average and have significantly contributed to our energy emissions reduction. Because of the success we have seen with these projects, we are planning to install or start construction on five more solar systems at our facilities this year, which will bring us to over 10 megawatts of total solar capacity.

Q: WHAT CHANGES IN ROUTE DESIGN AND DRIVER BEHAVIORS HAVE LOWERED FUEL USE AND EMISSIONS THE MOST?

A: In addition to strategic drivers like alternative fuels and electric vehicles, our sustainability roadmap also focuses on optimizing our operations to use fuel efficiently. As a result, we've implemented a service analysis process that reviews our routing in the spring and fall to identify opportunities to reduce total miles driven. We've also implemented an **idle-time reduction program** with our drivers to educate and raise awareness around idling. Since the start of the program, we have **saved almost 90,000 gallons of fuel and avoided nearly 1.2 million kilograms of carbon emissions.**

Q: WHERE HAVE WE SEEN THE LARGEST INCREASES IN DIVERSION AND WHAT PRACTICES MADE THE DIFFERENCE?

A: We have seen increases in recycling across all of our waste streams, but we have seen the **biggest improvement in organics.** This is because we have partnered with a waste and recycling management company to take quality control product and, rather than sending it to landfill, we contract with destruction facilities that take the product and recycle it on our behalf.

Q: WHAT IS OUR SUSTAINABILITY STRATEGY FOR THE NEXT FIVE YEARS?

A: **Over the next five years, we will continue our efforts around implementing alternative fuels, investing in zero-emissions vehicles, installing renewable energy and diverting our waste.** On the fuel emissions reduction side, we plan to partner with our fuel provider to identify opportunities to implement alternative fuels beyond California, while staying closely aligned with emerging technologies in the zero-emissions vehicle space. On the energy emissions reduction side, we are expanding the use of solar systems across our buildings to advance our sustainability goals. As for waste diversion, we will keep working with our facilities on best practices and the benefits of recycling in order to reach our zero waste-to-landfill goal.



“Over the next five years, we will continue our efforts around implementing alternative fuels, investing in zero-emissions vehicles, installing renewable energy and diverting our waste.”



ABOUT THIS REPORT

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Unless otherwise noted, data reflects internal tracking for the 2025 calendar year, with a reporting cutoff date of December 31, 2025, and does not include businesses acquired or otherwise incorporated into the organization in 2026. All figures are subject to rounding, estimation, and ongoing validation.



WORKING TOWARD A BETTER TOMORROW

2025 CORPORATE SOCIAL RESPONSIBILITY REPORT

