



# CSR Report

Corporate Social Responsibility

Report as of **December 31, 2025**



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# CEO's Message

"Throughout the year, our teams continued making progress across our RCCB Cares focus areas of Community, Recycling, Energy, Fuel & Emissions, and Water. We've integrated a sustainability mindset into how we operate by setting clear priorities, delivering disciplined execution, and believing that continuous improvement is essential to building a strong and resilient business."

**Bill O'Brien**

CEO of Reyes Coca-Cola Bottling

# CEO's Message

At Reyes Coca-Cola Bottling (RCCB), we believe responsible growth starts with people and is sustained through thoughtful action. As a local bottler serving communities across our markets, we take pride in our contributions to long-term environmental stewardship, community strength, and a workplace where our people can thrive.

This 2025 Corporate Social Responsibility Report reflects the work and commitment behind that responsibility. Throughout the year, our teams continued making progress across our RCCB Cares focus areas of **Community, Recycling, Energy, Fuel & Emissions**, and **Water**. We've integrated a sustainability mindset into how we operate by setting clear priorities, delivering disciplined execution, and believing that continuous improvement is essential to building a strong and resilient business.

RCCB remains **focused on investing where it matters most: in our people, our operations, and the communities we serve**. Whether through strengthening employee safety and engagement across our workforce, improving efficiency and resource use throughout our network, or partnering with organizations that support our communities, our approach is rooted in long-term thinking and accountability.

The dedication of our employees, along with the collaboration of our customers, partners, and community organizations, makes our progress possible. Everyone's commitment reinforces how local bottlers connect global brands to local communities. **Together, we're strengthening the communities we serve** and the business we're building.

As we reflect on 2025, we recognize both how far we've come and the work still ahead. Sustainability is not a finish line; it is an ongoing journey that requires focus, adaptability, and partnership. We are committed to continuing this work with intention and transparency.

Thank you for taking the time to read our 2025 Corporate Social Responsibility Report and for being part of our continued progress.

Sincerely,

**Bill O'Brien**  
Chief Executive Officer  
Reyes Coca-Cola Bottling

# CSR 2025 Impact

**\$1.7M**  
Reinvested in our  
Communities

  
**190**  
Internal Promotions

  
**1,514**  
Community Events  
Supported

**93%**  
Solid Waste  
Diverted

  
100% rPET  
Expansion

**17.2MW**  
Solar Energy  
Commissioned

  
**105**  
Electric Vehicles

**↓ 27%**  
GHG Reduction  
(vs baseline)

**↓ 11%**  
Water Use  
Reduction

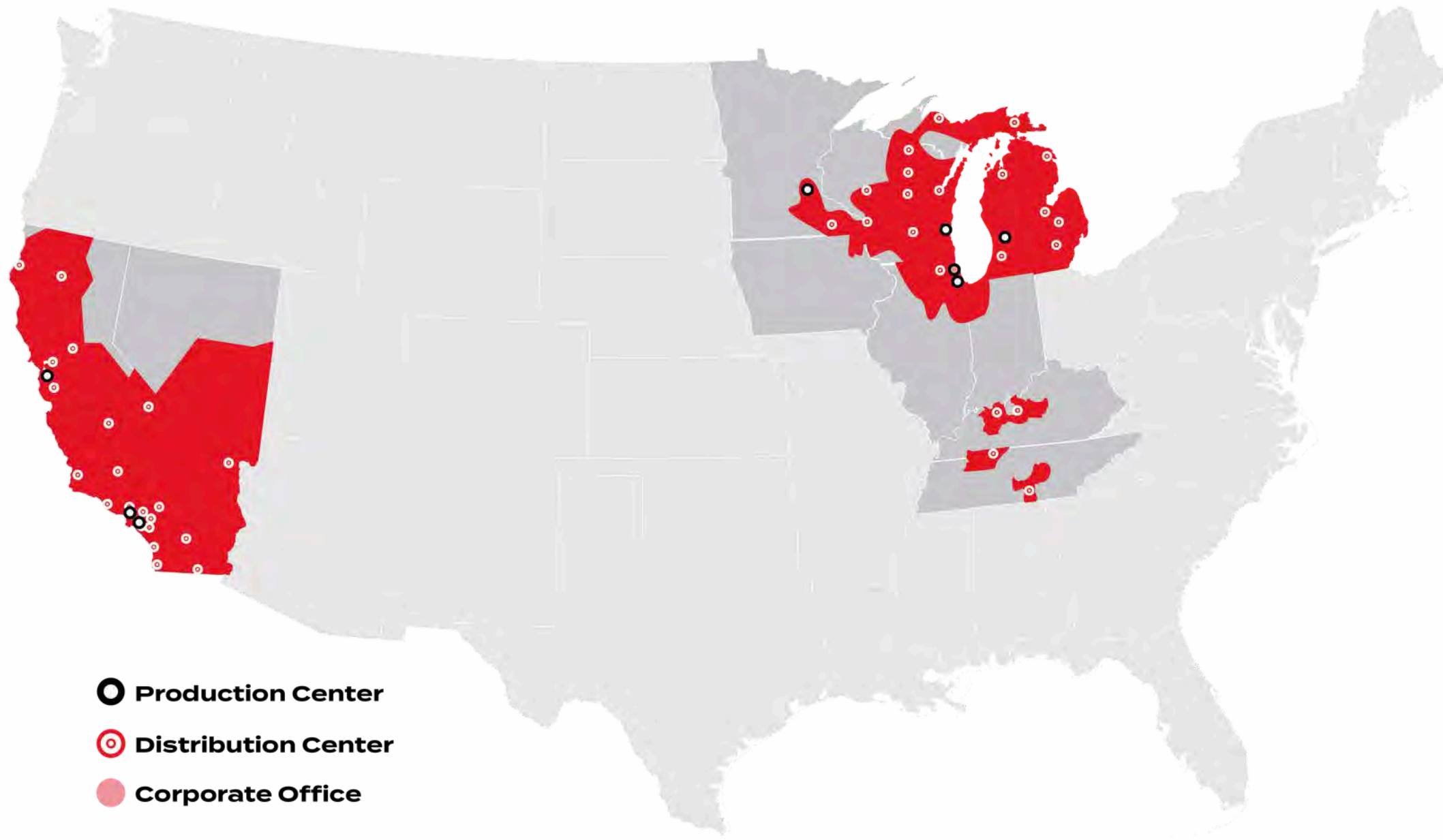
**276M**  
Gallons of  
Replenished Volume



# About Us

RCCB is a bottler and distributor of Coca-Cola and Monster brands, operating across 10 states: California, Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Nevada, Tennessee, and Wisconsin. RCCB manufactures and delivers a variety of beverage products to restaurants, sports venues, businesses, health care facilities, schools, convenience stores, and supermarkets. As a local bottler, Reyes Coca-Cola Bottling proudly supports the communities in which it operates. For more information about RCCB, visit [reyescocacola.com](http://reyescocacola.com).

# Company Overview



**10.8K+**  
Employees



**50**  
Facilities



**210K+**  
Customer  
Accounts



**320M+**  
Annual  
Cases

# CSR Approach

RCCB's CSR approach is anchored in our RCCB Cares commitment, which guides how we create positive impact in the communities where we live and work. We focus on five priority areas where we can make a positive difference: Community, Recycling, Energy, Fuel & Emissions, and Water. This approach reflects our belief in working together to support our communities and build a more sustainable future.

RCCB Cares is integrated into our business strategy, with clear short and long-term goals aligned with Reyes Holdings and The Coca-Cola Company's (TCCC) sustainability priorities. We collaborate with partners across the Reyes Family of Businesses, TCCC, customers, industry groups, government agencies and NGOs to drive progress and advance shared goals.

Our Strategic Infrastructure & Development team leads the execution of our CSR strategy by setting measurable goals, establishing baselines and implementing plans through 2030. In partnership with our Director of Sustainability and cross-functional teams, they ensure CSR initiatives are embedded into annual business planning and deliver measurable results.

We maintain accountability by regularly tracking performance and reporting progress to the Reyes Holdings CSR Council and through our annual CSR report, reinforcing our commitment to transparency and continuous improvement.



RCCB Cares  
**COMMUNITY**



RCCB Cares  
**RECYCLING**



RCCB Cares  
**ENERGY**



RCCB Cares  
**FUEL & EMISSIONS**



RCCB Cares  
**WATER**



# CSR Highlight

Downey Production and Distribution Center

At RCCB, continued investment in our facilities reflects a **long-term commitment to operational excellence, sustainability** and efficiently serving our customers. In 2025, our Downey Production and Distribution Center in California advanced that commitment through a series of major facility upgrades designed to improve performance, while supporting RCCB Cares goals across Recycling, Energy, Fuel & Emissions, and Water.

One of the most significant milestones was the successful startup of the upgraded Downey Line 1 production system. **Producing approximately 20 million cases annually**, Line 1 operates at a scale comparable to an individual production plant within the RCCB network. The upgraded line was designed with efficiency in mind, helping reduce waste, improve operational performance and support more sustainable production practices.

*(continued on next page)*

# CSR Highlight

## Downey Production and Distribution Center

A key enhancement to the line was the implementation of ambient filling technology, which allows beverages to be filled at room temperature rather than through more energy-intensive cooling processes. Combined with other operational improvements, **the upgrades helped reduce Downey's energy use ratio (EUR)** from 0.248 to 0.242, a 2.4% improvement year over year, while overall energy consumption decreased by 10.6%.

The startup process for the upgraded line also demonstrated strong water stewardship. Through careful planning and execution by the Downey team, the facility minimized water use during startup and commissioning activities, contributing to an **8.2% improvement in water use ratio (WUR)**. Overall water consumption declined by 15.8%, **saving more than 55.2 million gallons of water** compared to the previous year. The Downey facility also partnered closely with the **Los Angeles County Sanitation Districts (LACSD)** on **Project Salinity** to modernize discharge limits, **creating new opportunities to recover and reuse water within the facility**. This effort supports improved water efficiency, reduces freshwater demand and strengthens Downey's long-term water stewardship strategy.

In addition to production upgrades, Downey expanded its renewable energy efforts with the installation of rooftop solar capabilities.

Phase 1 of the project, **representing 1.5 MW of solar capacity**, is expected to come online in the second quarter of 2026, with an additional 900+ kW planned over the next two years. Together with reduced electricity and natural gas consumption and continued grid greening across California,

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# CSR Highlight

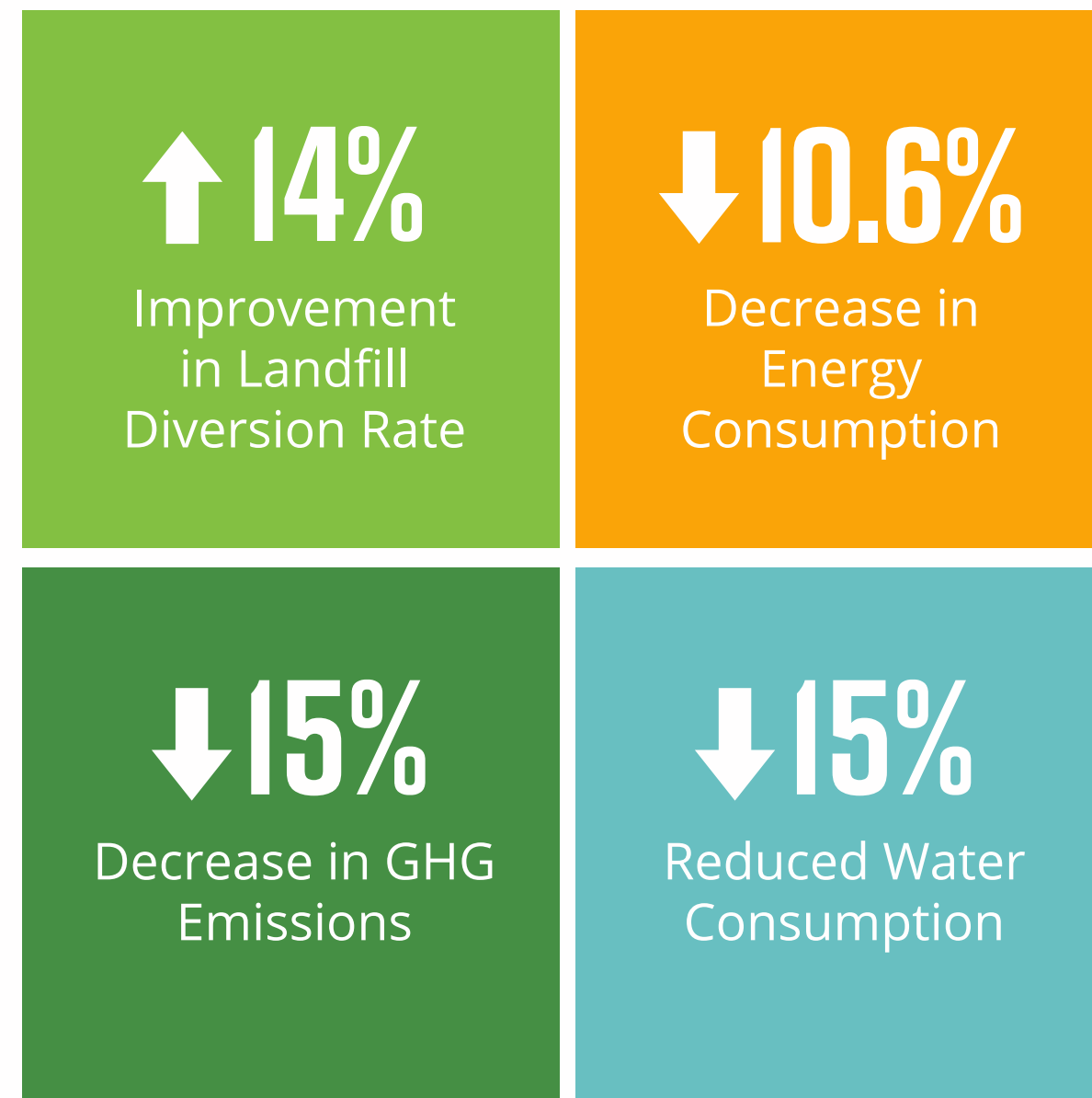
Downey Production and Distribution Center

these efforts **contributed to a 15.1% year-over-year reduction in greenhouse gas emissions**, reflecting sustained efficiency gains that have lowered baseline consumption at the facility.

The facility also strengthened its recycling and waste reduction efforts through implementation of RCCB's recycling program, helping to improve waste sorting, increase recycling awareness and support cleaner, more efficient operations. As a result, Downey increased its **landfill diversion rate to 94.2%** in 2025, up significantly from 82.6% in 2024.

Together, these investments strengthen Downey's ability to **operate more efficiently while supporting long-term sustainability goals**. From reducing energy and water use to improving line efficiency and minimizing waste, the upgrades reflect how operational innovation and environmental responsibility continue to work hand in hand across RCCB facilities.

## Facility Progress





# People Vision

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 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.



At Reyes Coca-Cola Bottling, our people are the driving force behind our success. Every day, team members across our organization show up with pride and purpose, bringing our vision to life through their work. It is their commitment and passion that allow us to deliver for our customers, strengthen our communities and move our business forward.

Our people-first approach is reflected in how we lead and operate, guided by our core values of **People & Safety, Relationships, Integrity, Dedication and Excellence**. By staying true to these values and continuing to invest in our workforce, we foster a culture where everyone can contribute, grow and unlock their full potential. That is something we are proud of today and committed to strengthening in the years ahead.

**Maria Lane**

Senior Vice President and Chief Human Resources Officer

# Progress

From the moment our people walk through the door, we onboard them with care. From there, we connect our employees' daily work to our broader corporate social responsibility efforts, reinforcing how their contributions support our sustainability goals and create meaningful impact in the communities we serve. We also offer career development opportunities tailored to the various stages of their careers. Building confidence and providing our people with the right tools to drive their own development is an important part of why we've been **certified as a Great Place to Work®** and named to the **Fortune Best Workplaces in Manufacturing & Production®** list. In 2025, we also earned the **Wellness Alliance Well Workplace Gold Award®**, recognizing our commitment to creating a workplace culture that supports employee health, well-being and overall quality of life. Together, these recognitions help us identify trends, measure outcomes and evaluate the impact of the strategies we have in place.

## People Vision

**10.8K+**

Total employees

**62%**

of leadership positions filled from internal promotions

**79%**

Employee engagement survey score

**84%**

Manager effectiveness score

## Workplace of Choice Awards



# Safety

Our commitment to safety is ingrained in everything we do to ensure our team members can work safely and avoid injury. **Fostering a safe workplace involves accountability from each individual**, regardless of their position within the organization. We drive our business forward with safety at the forefront, employing consistent and rigorous processes and routines. Similarly, **we invest in technology that offers powerful insights and data**, helping us reduce distracted driving behaviors and keeping our team members and assets safe.

↓ **10%**

Decreased our incident frequency rate  
(compared to 2024)

↓ **8%**

Decreased our lost time incident rate  
(compared to 2024)



## Encouraging active participation

and involvement of employees in safety programs, including sharing daily safety messages



## Enforcing routine inspections

of vehicles to ensure they are in proper working condition and maintenance is up to date



## Using technology

training and coaching to comply with regulations, company policies and procedures



## Reporting and investigating

accidents and near misses promptly and thoroughly helps identify root causes and corrective measures



## Providing ongoing safety training

and equipping our fleet with advanced technology, such as in-cab and 360-degree cameras, to give employees the knowledge and tools needed to keep our facilities and public roads safe



# Community

Making a positive difference in the communities where we live and work is a key focus area for us. RCCB is proud to be a community steward through product donations, philanthropic support, sponsorships, volunteerism and local partnerships. We strive to make a positive and lasting impact, especially in times of need. To enable success in this area, we maintained our Community Champion Network with dedicated local Community Champions who lead the community engagement work for their facility.

# Progress

Partnering with organizations who share our vision of lifting up those around us is core to our RCCB Cares commitment. **We seek to give back to the community** through product and in-kind donations, sponsorship of community events, employee volunteer engagement and other community programming and outreach.



RCCB Cares

## Goal

One community engagement event per month per facility by 2030

## Progress

**1,514**

Community engagements across our facilities

**\$1M+**

Worth of product donated to local organizations and community partners

**\$1.7M**

Reinvested in our communities through monetary and in-kind donations

# Our Charitable Giving Focus

We specifically seek alignment with groups who share our commitment in the following areas:



## Water Stewardship and Environmental Protection

Beautifying our communities through cleanups, enhancing recycling and circularity, and supporting water replenishment



## Emergency Assistance

Responding to emergency situations and natural disasters to support relief efforts



## Empowerment

Supporting communities to reach their full potential in a way that is reflective of our 10,800+ employees



## Workforce and Skill Development

Helping youth and adults gain the skills and experience needed to build a stronger workforce and develop their careers

# Highlights



## ShineLA Cleanup

Volunteers from our Los Angeles and City of Industry, Calif., teams participated in a ShineLA Earth Day cleanup, supporting citywide beautification efforts. **By enhancing public spaces, the teams helped create cleaner neighborhoods** in our communities while reinforcing RCCB's commitment to environmental stewardship and community pride.



# Highlights



## Meal Prep Event with Martha's Village and Kitchen

The RCCB Coachella, Calif., team supported Martha's Village and Kitchen, a leading provider of services for individuals and families without homes. **Volunteers prepared and served meals**, helping provide nourishment to community members in need.



# Highlights



## Back-to-School Drive

The RCCB Las Vegas team partnered with the Las Vegas Raiders to host a Back-to-School Drive, supporting students across Southern Nevada. **Volunteers helped provide essential resources, including haircuts and school supplies,** ensuring students were prepared and confident for the upcoming school year.



# Highlights



## Susan G. Komen Breast Cancer Awareness Walk

The RCCB Los Angeles, Calif., team supported the Susan G. Komen Breast Cancer Awareness Walk by donating product, raising funds and participating in the event. Their efforts **helped increase awareness and support for the fight against breast cancer.**



# Highlights



## Polar Plunge

RCCB employees proudly participated in Special Olympics' annual Polar Plunge events across our territories. Through their dedication and fundraising efforts, **our teams raised more than \$15,000** to support year-round training and services for thousands of athletes with intellectual disabilities across multiple states.



# Highlights



## Milwaukee Urban Ecology Center

Our Milwaukee, Wis., facility celebrated Earth Week by supporting the Urban Ecology Center through trail mulching efforts. **Volunteers helped maintain walking paths, contributing to a healthier outdoor space** and reinforcing RCCB's commitment to environmental stewardship and community partnerships.



# Highlights



## Winter's Angels Season of Hope

In December, volunteers from our Clarksville, Tenn., facility supported the Winter's Angels Season of Hope event, **helping create a meaningful holiday experience for children in need.**

Employees dedicated their time to assist with the event and contributed gifts and product donations.



# Highlights



## Friends of the Mississippi

Volunteers from our Eagan, Minn., facility participated in a cleanup of a local park and creek with Friends of the Mississippi River. After learning about common pollutants and safety practices, **the team collected trash to help protect the local environment** and the Mississippi River.





# Recycling

As a local bottler, we understand the importance of recycling and sustainable packaging. We focus on the entire packaging lifecycle—from how our bottles and cans are designed and produced to how they're recycled and repurposed. We believe that eliminating waste through the continual use of existing resources is the most impactful way to address waste and climate issues created by packaging. We work with our supplier partners to set up robust centralized waste management and diversion programs that minimize the amount of waste going to landfill.

# Progress

We made strong progress toward our waste diversion goal in 2025, reaching a diversion rate of 93%, up from 88% in 2024. This brings us within close range of our 2030 target of 95%. **Continued focus on waste reduction, improved sorting practices, and expanded recycling initiatives** across our facilities are helping minimize landfill impact and supporting a more circular, resource-efficient operation.



RCCB *Cares*

## Goal

Zero waste to landfill  
>95% waste diversion from landfills from all facilities by 2030

## Progress

**93%**

Solid waste diverted from production facilities

**5%**

Approximate improvement in total solid waste diversion compared to last year

# Highlights

28%

## Sustainable Packaging Solutions

We made meaningful progress in reducing virgin plastic use by increasing recycled PET (rPET) content. We expanded rPET use to 12 oz. and 500 mL Coca-Cola Trademark bottles in California and 1L Dasani bottles nationwide. **In California, Coca-Cola's statewide recycled content for PET bottles reached 28%**, up from 25.2% in 2024. This figure reflects continued progress in increasing the use of recycled materials across the Coke system.

**Bottles made from 100% recycled material\***



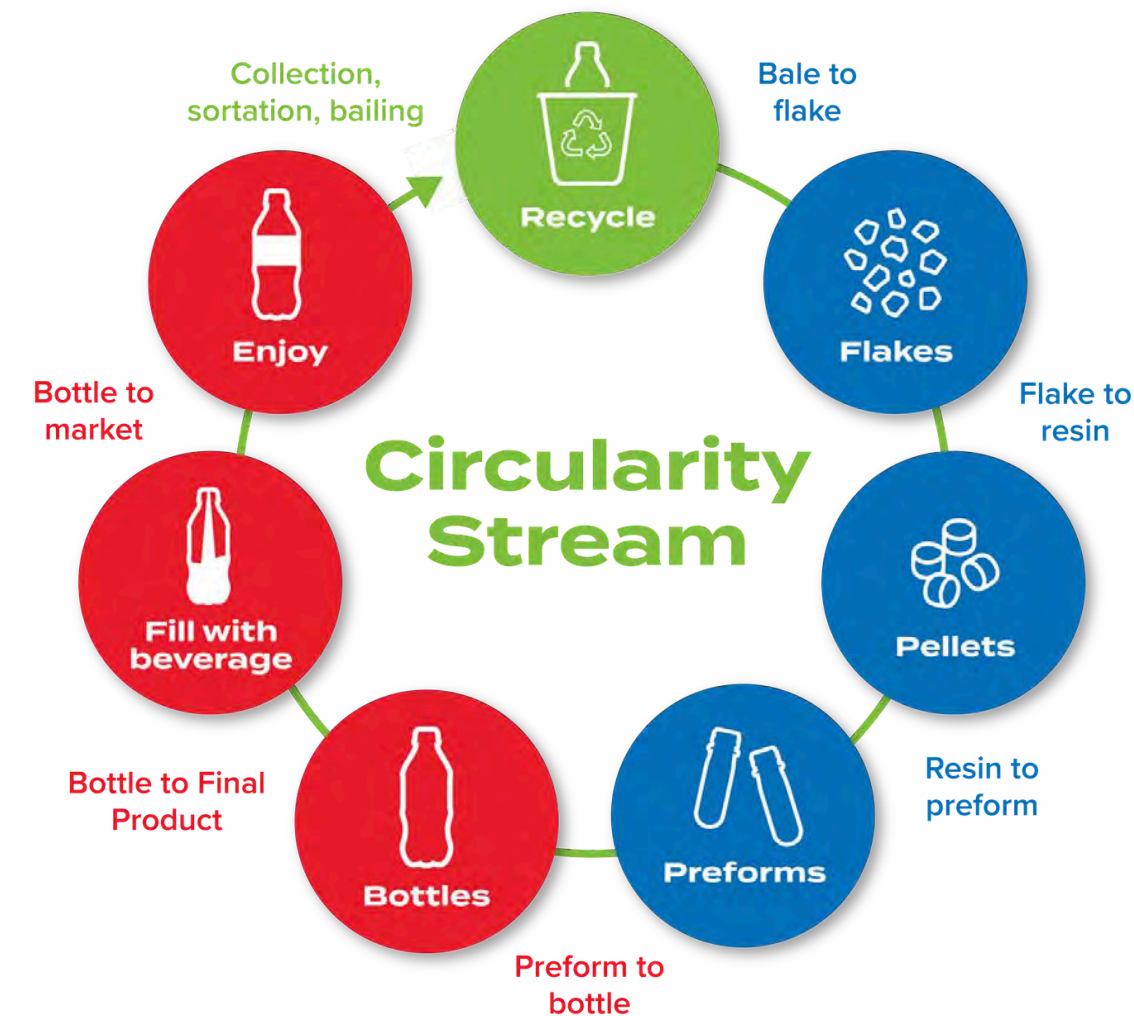
\*Excludes cap and label.

# Highlights



## Strengthening Circularity Through Partnerships

We continued to **advance a closed-loop system by incorporating rPET back into the preforms used by our bottle molds**, reducing emissions and extending the lifecycle of materials. Through close collaboration with supply chain partners, recycled plastic beverage bottles are collected, processed and reintroduced into our packaging, reinforcing a more circular model. At the same time, we are building stronger vendor relationships to expand future capabilities and further reduce reliance on virgin plastic.



# Highlights



## Standardizing Recycling Systems Across Facilities

In partnership with Northstar Recycling, we built a more consistent and effective internal recycling program. Efforts centered on **standardizing receptacles, consolidating dumpsters and improving signage to reduce contamination and simplify sorting**. These changes were supported by enhanced waste handling procedures and targeted employee training to ensure long-term success.



## Advancing Waste Diversion

In 2025, we **strengthened waste diversion through a tote tracking program** developed and led by our plant and warehouse teams. First launched in Los Angeles, Calif., and expanded to other facilities, the program uses QR codes to track recycling totes—improving visibility, reducing contamination and minimizing rejected loads. The result is a higher recycling rate and a clear shift toward greater employee ownership and accountability.



# Energy

Energy plays a critical role in our operations, and we actively identify and capitalize on opportunities to increase energy efficiency across our network. We continue to invest in ways to reduce energy use throughout our current facilities and are designing new facilities with energy conservation in mind.

# Progress

We continued to improve energy efficiency across our operations in 2025, achieving approximately a **16% improvement compared to our 2021 baseline**. This progress was driven by ongoing investments in energy-efficient equipment, facility upgrades and optimized operations across our network. Together, these efforts are helping reduce overall energy demand, while supporting more sustainable, efficient performance.



RCCB *Cares*

## Goal

### 20MW

Install 20 megawatts of onsite renewable energy capacity by 2030

## Progress

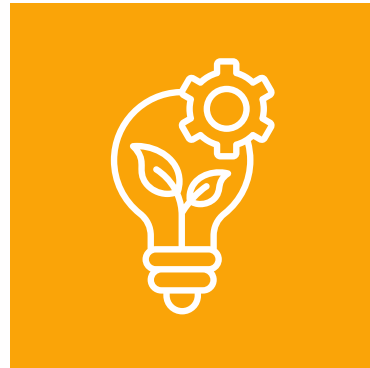
### 17.2MW

Of solar energy power commissioned since 2022

### 8.6%

Lowered our energy use-to-production ratio by 8.6% from 2024 to 2025

# Highlights

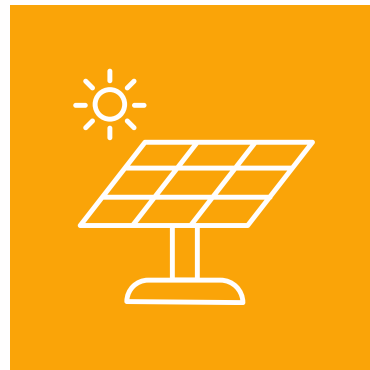


## Facility Innovation

Construction is underway at our new Rancho Cucamonga, Calif., facility, **designed with energy efficiency and long-term sustainability at its core** through advanced systems, optimized building design and next-generation equipment. In 2025, our New Hudson, Mich., and Fresno, Calif., facilities also became fully operational, further strengthening our network with modern, efficient sites that support operational performance, business growth and reduce environmental impact to signify continued growth in this area.



# Highlights



## Solar Progress Across Key Facilities

We expanded our on-site renewable energy footprint with new solar installations at our San Leandro, Calif., Eagan, Minn., and Downey, Calif., facilities, **adding approximately 3.5 megawatts (MW) of capacity**. These projects reflect our ongoing commitment to scaling renewable energy solutions that reduce emissions. By aligning sustainability initiatives with operational savings, we are building more resilient and efficient energy strategies across our network.



# Highlights



## Ambient Filling Expansion

We continued to advance our ambient filling capabilities with upgrades to Line 1 at our Downey, Calif., facility. Ambient filling reduces the need to chill and reheat products during production, lowering overall energy and water use. **With 18 of our 33 production facility fillers now operating with ambient filling capabilities**, this expansion marks another step forward in optimizing our processes, while supporting our broader energy efficiency and sustainability objectives.





# Fuel & Emissions

Our fleet of trucks and trailers is the backbone of our logistics network, delivering millions of cases to customers across the U.S. Through Reyes Fleet Management, we are committed to reducing our fuel consumption by researching and implementing innovative technologies, educating employees about emissions-efficient driving techniques, and updating our operational practices.

# Progress

We continue advancing toward our 2030 Fuel and Emissions goal, building on the baseline established in 2021. In 2025, we achieved an approximately 27% reduction in total greenhouse gas (GHG) emissions compared to our 2021 baseline, **improving from an approximate 20% reduction** in 2024. This steady progress reflects the impact of targeted investments in fleet modernization, alternative fuels and operational efficiency. With a 2030 target of a 30% reduction, we are closing in on our goal, while maintaining the scale and reliability of our operations.



RCCB Cares

### Goal

# 30%

Reduce our greenhouse gas (GHG) emissions by 30% by 2030 (from a 2021 baseline)

### Progress

# 27%

GHG reduction (from a 2021 baseline)

9% GHG reduction (from 2024)

# 105

By the end of 2025, we operated 105 electric vehicles in our fleet

# Highlights

2.8M

## Largest EV Fleet in the North American Coke System

We continue to expand and optimize one of the largest electric vehicle fleets in Coca-Cola's North America Operating Unit. In 2025, our 105 EVs included tractors, straight trucks, vans and pickups that support daily operations across our network. Since launching our EV program, **our operations have amassed more than 2.18M EV miles driven**, helping reduce fuel use and lower emissions.



# Highlights

60%

## CO2 to Nitrogen Conversion

Our transition from carbon dioxide (CO<sub>2</sub>) to nitrogen (N<sub>2</sub>) in non-ingredient processing continues to deliver measurable environmental benefits. Over the past four years, we have **reduced CO<sub>2</sub> losses by approximately 60%**, significantly lowering emissions tied to production processes. This initiative highlights how targeted operational changes can drive meaningful, scalable impact across our facilities.





# Water

Conserving, restoring and replenishing our local water supplies is a top priority. As a local bottler, we proudly support The Coca-Cola Company's comprehensive approach to water stewardship. Our efforts are centered around four key areas: efficiency, treatment, assessment and replenishment. Through these focus areas, we strive to reduce water use, improve water treatment processes, evaluate our water use impact and replenish the water sources in our communities.

# Progress

In 2025, we continued **investing in water-focused capital projects** that strengthen both operational performance and sustainability outcomes. **Upgrades across key facilities**, including process optimization and advanced treatment systems, are helping reduce water use intensity, improve water quality and enhance system reliability. These investments reflect our commitment to embedding water efficiency into our infrastructure, while supporting long-term resilience in the communities where we operate.



RCCB *Cares*

### Goal

## 17.5%

Reduce our Water Use Ratio (WUR) by 17.5% by 2030

### Progress

## 11%

11% reduction in water use (from our 2021 baseline)

5.8% WUR reduction from 2024, resulting in ~70M fewer gallons of water used compared to the prior year

## 276M

Our combined projects will yield over 276M gallons of replenishment volume annually

# Highlights



## Capital Investments Driving Water Efficiency

The replacement and startup of Line 1 at our Downey, Calif., facility **strengthened operations, while improving water efficiency.** Combined with enhanced water recovery from the facility's treatment system, **these improvements helped reduce Downey's facility WUR by 8.2% in 2025 compared to 2024,** with additional savings expected in 2026 as both projects were only online for part of the year. These investments demonstrate how capital improvements can drive both operational and sustainability benefits.



# Highlights

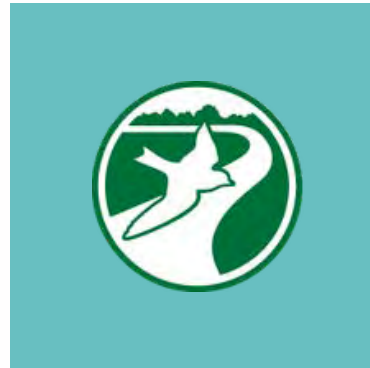


## Advancing Water Stewardship Across Our Production Facilities

We continued aligning our operations with Alliance for Water Stewardship (AWS) standards in 2025, **achieving AWS certification at our Downey production facility**, which became **only the tenth site of any kind in California to earn the designation**. In partnership with The Coca-Cola Company and its Water Security Roadmap, we also laid the groundwork for early-2026 certifications achieved at our Los Angeles and San Leandro, Calif., production facilities. This progress was enabled through ongoing site assessments, stakeholder engagement and watershed protection efforts that support long-term water security.

By 2026, **all California RCCB production facilities will be AWS certified**. This achievement will make RCCB the first bottler in the Coca-Cola North America Operating Unit to achieve AWS certification. This achievement recognizes our continued focus on improving water-use efficiency, protecting water quality and addressing shared water challenges in the communities where we operate. AWS certification publicly reinforces our commitment to sustainable operations and responsible resource management.

# Highlights



## Willow Bend Restoration Along the Sacramento River

We expanded our investment with River Partners to support the restoration of the 175-acre Willow Bend Preserve along the Sacramento River in California. According to River Partners, approximately two years into restoration, the site is thriving, with new forest growth and revitalized floodplain function already visible within just three months of seasonal change. Designed to restore a critical stretch of historic floodplain, the **project supports groundwater recharge and improves flood resilience**. It also creates essential habitat for many native species, including salmon, migratory birds along the Pacific Flyway and monarch butterflies.

A **first-of-its-kind fish gate, developed in partnership with NOAA Fisheries** and leading academic institutions, enables juvenile salmon to safely access and exit the floodplain—addressing a long-standing ecological challenge. Beyond environmental impact, Willow Bend represents our first Tribal land-back effort in collaboration with Cachil Dehe Band of Wintun Indians, reflecting a deeper commitment to cultural partnership, community connection, and long-term watershed stewardship.

# Highlights



*Willow Bend Restoration Along the Sacramento River in California*



*Willow Bend Restoration Along the Sacramento River in California*

# Summary Progress





# Thank You

Report as of **December 31, 2025**

