



REYES BEER DIVISION

2020

CORPORATE SOCIAL

RESPONSIBILITY REPORT



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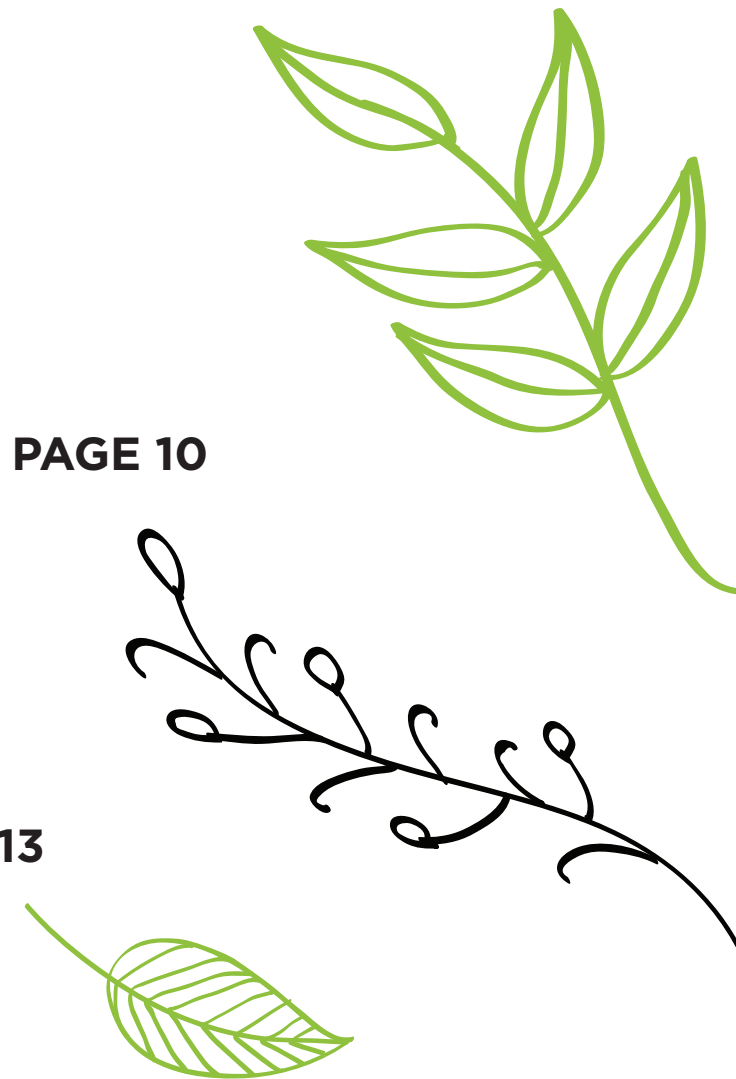
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REYES BEER DIVISION CSR MISSION STATEMENT



At Reyes Beer Division, we are committed to reducing the carbon footprint of our operations and delivery systems and their impact on the environment. While we are making strides in operating with a more responsible and sustainable mindset, there is always room to improve our efficiencies. Working towards 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.

Reyes Beer Division is the largest beer distributor in the United States. We deliver **228 MILLION CASES ANNUALLY** to more than **89,000 RETAIL ACCOUNTS** across the nation. We are committed to being the brewers' distributor of choice by leveraging our scale to provide unparalleled service and continually striving to grow our customers' profitability.

— THIS IS OUR

PERFORMANCE PROMISE

OUR PURPOSE

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

OUR AMBITION

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

— THESE ARE OUR

COMPANY VALUES

INTEGRITY

RESPONSIBILITY

ACCOUNTABILITY

TEAMWORK

WELLNESS

HUMILITY

BE THE BEST

W H O I S

REYES BEER DIVISION?

WHAT BEING THE
#1 LARGEST BEER DISTRIBUTOR IN THE U.S.
LOOKS LIKE



MORE THAN
89,000
CUSTOMERS



MORE THAN
320
SUPPLIER
PARTNERS



FOUNDED IN
1976



MORE THAN

15M MILES
DRIVEN EACH YEAR
BY OUR DELIVERY TEAMS



OVER 6,500
FULL TIME EMPLOYEES



IN OUR
FLEET

OVER **228M CASES**
DELIVERED EACH YEAR



*2020 CLOSE ACTUALS

GROWTH IN 2020

5 NEW COMPANY acquisitions

Approximately **848,000 SQ. FT.**
of new space

Over **34.7 MILLION CASES ADDED**
through acquisitions

67 NEW BRANDS added to portfolio

10 NEW BRAND acquisitions

Over **980 NEW EMPLOYEES** by way of
our 2020 acquisitions

Over **334 EMPLOYEES** involved in
acquisition integrations



RBD HAS BEEN
NAMED ON OVER
60 NATIONAL AND
LOCAL WORKPLACE
OF CHOICE
AWARDS SINCE
2016



RBD COMPANIES WERE AWARDED 15 BEST WORKPLACE ACCOLADES IN 2020



Allied Beverage - Ventura, Sylmar & Central Coast
Certified Great Place to Work



CBS/WCD/RBD Corporate
Top Workplace by Chicago Tribune



Gate City Beverage
Top Workplace in the Inland Empire



Gold Coast Beverage
Sun Sentinel Top Work Places Specialty Award for Values



Harbor Distributing - Huntington Beach
Certified Great Place to Work



High Desert Distributing
Certified Great Place to Work

#1

Premium Distributors of Virginia - Richmond
Best Places to Work Metro Richmond (Mid-size Company) by Richmond-Times Dispatch

#3

Gold Coast Beverage
Sun Sentinel Top Work Places (Largest Category) in South Florida

#13

Premium Distributors of Maryland and Washington DC
Top Workplaces in the Washington DC metro area (Mid-size Category) by the Washington Post

#14

Florida Distributing Company
Orlando Sentinel Top Workplaces

#16

Premium Distributors of Virginia - Chantilly
Washington Business Journal's Best Places to Work (Extra-Large Category)

#20

Crest Beverage
Top Workplace (Mid-size Category) by the San Diego Union-Tribune

#21

Harbor Distributing - Santa Fe Springs & Gardena
Best Places to Work by Los Angeles Business Journal

#23

Lee Distributors
Best Places to Work in South Carolina

#30

Premium Distributors of Virginia - Chantilly
Top Workplaces in the Washington DC metro area (Mid-size Category) by the Washington Post

OUR PEOPLE

EMPLOYEE ENGAGEMENT RESULTS

92% manager effectiveness score

88% employee engagement score

84% COVID-19 response score

EMPLOYEE BENEFITS & RESOURCES

+180 employee participants in ReyesNetwork
female development opportunities

28 RBD Reyes Academy graduates

+265 online training modules available

26 total wellness programs to support employees'
emotional, financial and physical health



BREW ALLIANCE

To modernize the perception of the beer industry
across the three tiers (brewer, distributor, retailer)
by driving action through partnerships,
networking and shared best practices.

RBD LISTENS

RBD initiative to enhance our inclusive,
transparent and open culture through leadership
listening sessions with employees. **143**
volunteers and **15** actions taken as a direct
result of employee feedback.



TRAINING AND DEVELOPMENT

ONBOARDING THE BEST OF THE BEST

749 New Hires

73 External Leadership New Hires

338 Internal Promotions

+120 hours spent onboarding each new hire

LEADER IN TRAINING
PROGRAM

LEADERSHIP **101**
WEBINAR SERIES

LEAP
LEADERSHIP. ENGAGEMENT. ACTION. PERFORMANCE.

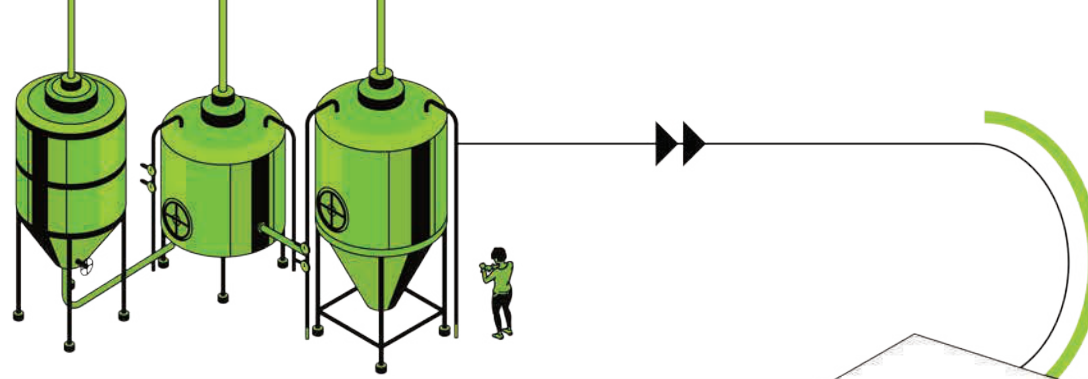
DEVELOPING THE BEST OF THE BEST

108 Leadership 101 Graduates

43 LEAP Frontline Leadership Training Graduates

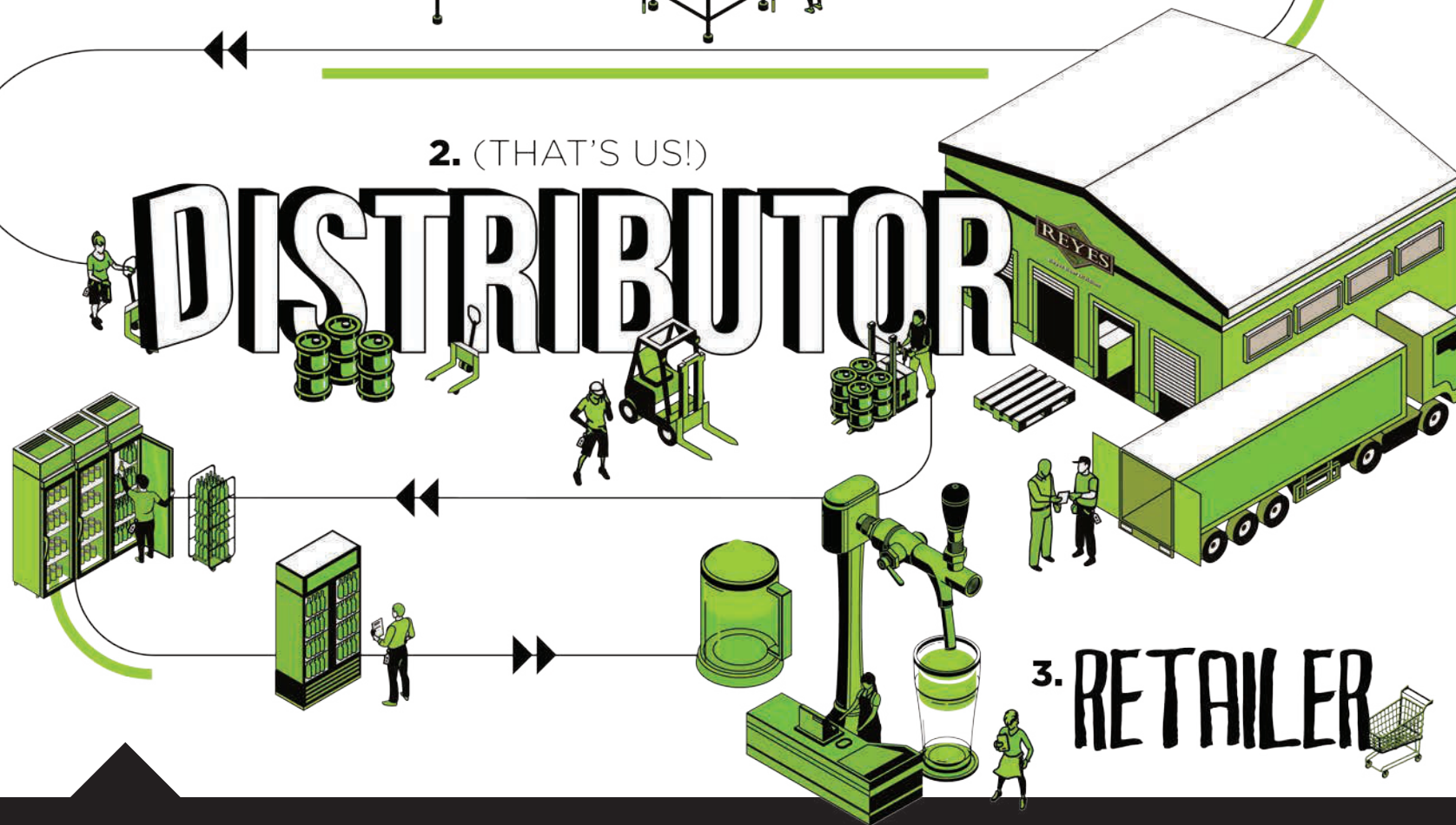
Launched **12-month** Leaders In Training (LIT) Program to support succession planning and the development of high-potential candidates

1. BREWER



2. (THAT'S US!)

DISTRIBUTOR



3. RETAILER

THE LAW BEHIND BEER DISTRIBUTING

Alcohol is one of the most regulated consumer goods in the country. At Reyes Beer Division, we are committed to the responsible sale, marketing and consumption of the products we distribute. Each RBD company is a highly-active member of its respective state beer wholesaler association which interacts 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.

THE THREE-TIER SYSTEM

SUPPLIERS

Brewers, winemakers, distillers and importers.

DISTRIBUTORS

(THAT'S US) The intermediate entity that buys product in bulk and sells to retailers. Distributors offer transportation, refrigeration and maintenance of products.

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

A FOCUS ON SAFETY

- Exceeded 2020 OSHA Frequency Rate and Auto Frequency Rate Targets
- Transitioned from DriveCam to Activision to promote Driver safety and in-cab self-coaching opportunities



KEY INITIATIVES FOR 2021:

1.



KINETIC

Kinetic Wearable Technology coaching to help reduce high-risk postures in Delivery Drivers and Warehouse Selectors

2.

Transition safety management training to virtual setting, including:

- DOT Compliance Workshop
- Management Safety Training

3.

Introduce Warehouse Injury Frequency Rate (IFR) task force to reduce injuries

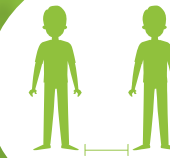
OUR RESPONSE TO COVID-19



+75 NEW
COVID-19 processes
and protocols put in
place to protect the
health and safety of
RBD employees.

- Providing PPE
- Enhanced and more frequent facility cleanings
- Increased communications and signage to support COVID-19 prevention awareness
- Implemented daily health screening survey
- COVID-19 Safety and Health Training

OUR EMPLOYEES:



**EXERCISE SOCIAL
DISTANCING**



**EXHIBIT GOOD
HYGIENE**



**WEAR A
FACE MASK**



**STAY HOME
IF FEELING SICK**

OUR ENVIRONMENTAL IMPACT



496 tons of plastic and **430 tons** of cardboard recycled



Implemented **LED** lighting, **high-efficiency** HVAC+R systems, **water-efficient** fixtures and **on-site solar** in new construction buildings



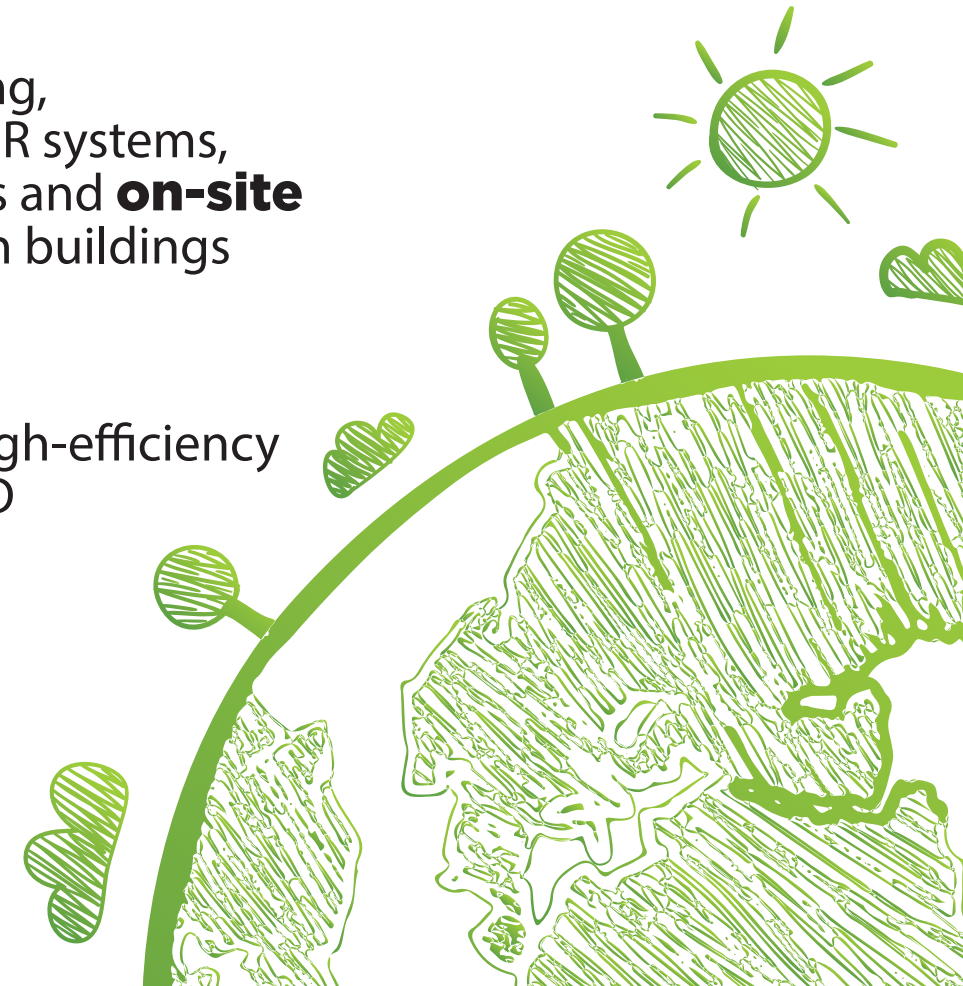
Reduced miles driven by **6.5%**



Invested **\$50K** in five high-efficiency HVAC projects across RBD



Reduced energy consumption in facilities by **34%** since 2016



DID YOU KNOW?

The amount of materials RBD has recycled this year weighs approximately as much as 13 space shuttles



EFFORTS IN OUR
COMMUNITY

-  **+1,890 HOURS** volunteered
-  **+990** employee volunteers
-  **+\$102,900** contributed
-  **680 TONS** of plastic recycled
-  **+11,645 POUNDS** of food donated
-  **940 MEALS** prepared for those in need



PHILANTHROPY PARTNERS

37 total partners across Reyes Beer Division companies, including:



RONALD McDONALD
HOUSE CHARITIES



Habitat
for Humanity®





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