



REYES BEVERAGE GROUP

CORPORATE SOCIAL 2024 REPORT RESPONSIBILITY



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RBG CARES PILLARS

- Community
- Recycling
- Energy
- Fuel & Emissions



FEATURE STORY

Electrifying California
with EV Tractors

A MESSAGE FROM OUR CEO

Every day, Reyes Beverage Group (RBG) strives for continuous growth and improvement across our business. Our Corporate Social Responsibility (CSR) efforts serve as essential building blocks for our mission and ongoing journey toward creating a strong and vibrant future.



Driving Progress in Sustainability

Maintaining a growth mindset is key to the success of our business, and we continue to drive progress toward reducing the carbon footprint and environmental impact of our operations. Through innovation and technology, we are making advances in reaching our long-term recycling, energy, and fuel and emissions goals.



Investing in Our People and Serving Our Communities

At RBG, we make it a priority to invest in, reward and develop our people as we aim for excellence in all that we do. This sense of commitment is visible at all levels of our organization, and spreads into the communities where we live and work. Each year, through our charitable donations, organizational events and more, our employees play an active role in philanthropic efforts that are critical to our culture.

In 2024, we experienced a dynamic year marked by notable achievements that reflect our commitment to leaving the world better than we found it. This CSR report provides a snapshot of our RBG Cares sustainability and community efforts last year. As we take a moment to reflect on this great work, we recognize that there is still more to be done. Our dedicated team is passionate about driving positive change and has already hit the ground running in 2025.

As we work toward our ambition to be the elite beverage distributor in the U.S., we remain focused on our people and our communities, which are at the core of everything we do. Here's to getting better every day for a brighter tomorrow.

Cheers!



Tom Day

Chief Executive Officer
Reyes Beverage Group



ABOUT RBG

Company Overview

People Vision

Safety & Compliance

REYES BEVERAGE GROUP



COMPANY OVERVIEW

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 and more.

In 2024, we delivered over 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.**

We believe in acting responsibly and making a positive impact.

As an industry leader, it's our responsibility to have a positive impact in the communities in which we operate. In order to do so, we understand that it starts from within — from our supply chain, to our operations, to our local community efforts.

PERFORMANCE PROMISE

Our Purpose

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

Our Ambition

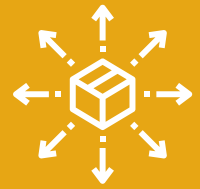
To be the **elite beverage distributor** in the U.S.

Our Values

Accountability
Integrity
Responsibility
Teamwork
Wellness
Humility
Be The Best

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.

COMPANY OVERVIEW



20
distributors



54
facilities



12
markets



115K+
customer
accounts



8K+
SKUs



320M+
cases delivered
annually



50+
supplier awards
& milestones



325+
supplier
partners



**& MANY
MORE**

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



9,400 total employees

2,800 total new hires

68% of leadership positions filled from internal promotions



86% employee engagement score

90% manager effectiveness score



38 workplace of choice awards



"We help each other out. We receive equal opportunities, and managers are always on our side to help us improve and achieve our goals. I like working here because there is always room for growth and we have a great team."

- Marcos Campuzano Jr., Merchandiser, High Desert Distributing



"I like working here because we treat everyone equally. Everyone is friendly and the management team appreciates each team member."

- Glenda Rodriguez, Warehouse Employee, Premium Distributors of Virginia

SAFETY & COMPLIANCE

In 2024, Reyes Beverage Group made great collective progress in our injury and collision performance. Not only was our injury frequency rate (IFR) down 14.7% and our accident frequency rate (AFR) down 17.6%, but our total workers' compensation-related claims were down over 19% compared to the prior year. The "what" of our results were driven by the "how." Learn more below.

Improvement in Safety Metrics in 2024

OSHA Frequency Rate: 14.7% improvement

AFR: 17.6% improvement

IFR: Down 14.7%

360-DEGREE CAMERAS

tributing, LLC
dings Company

We continued to invest in 360-degree camera technology by **equipping an additional 150 units.**

30% improvement in fixed object collisions

(excluding forward moving), hit parked vehicle, backing and sideswipe collisions for units equipped with the technology

45% reduction in claim cost/severity YoY

for vehicles equipped with the technology and involved in fixed object, backing and sideswipe collisions

DRIVECAM lytx

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

Over 85% of our locations saw DriveCam coaching **effectiveness scores over 80%.**

- Added DET Beverages, Island Distributing and Premium Distributors of Michigan to the DriveCam program in 2024



"What started as a negative - a drowsy driving/near collision event captured on DriveCam - resulted in a positive. Because of the company policy and support on how to deal with that type of event, I discovered a potentially life-threatening health issue, sleep apnea, and got the assistance to overcome it. I'm grateful the company invests in technology that helps us be better, safer drivers."

- Yves Jeanfils, Driver,
Florida Distributing Company



KINETIC KINETIC

In continued partnership with Kinetic, we saw a **19.5% decrease in high-risk postures**, which translates to lower risk of injury. This wearable technology alerts drivers and warehouse selectors of high-risk postures via vibration.

In 2024, Kinetic utilization improved by 2% for a total of 86% utilization.

"The Kinetic device has helped me a lot with back pain. Lifting right and getting low HRPs is like a game for me. I try to get 'O' every day because I know I'm saving my back in the long run."

- Zavonne Nunn, Driver,
Capital Reyes Distributing



SAFETY & COMPLIANCE

Key Safety Goals and Initiatives for 2025

Goal: Reduce our IFR and AFR by at least 5% compared to 2024

In 2025, we are piloting new in-cab alert technology with DriveCam. This AI-powered tool detects activities such as eating, drinking and other distractions in the cab, providing real-time alerts to the driver. If effective, this technology will be rolled out across RBG and the Reyes Family of Businesses. We are also looking to positively impact our merchandisers through solutions that leverage E360 integration, including a stretching program that was introduced in January 2025.

Additionally, we are deploying 150 360-degree camera systems and will be introducing in-person defensive driving training for sales and merchandising teams.



LOCAL SPOTLIGHT

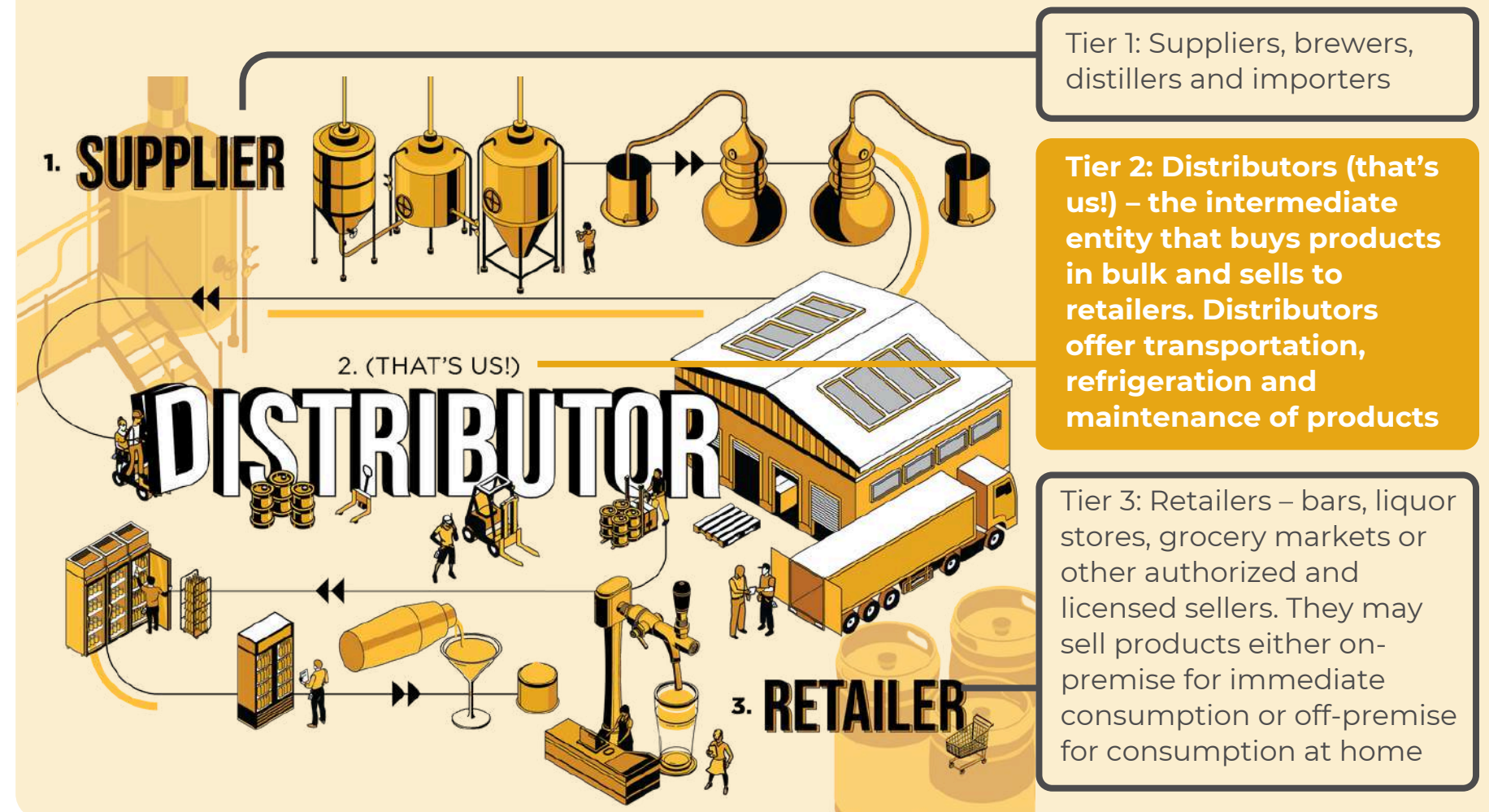
Delivery University

RBG continued to invest in our people by creating Delivery University, a blend of compliance knowledge and operational best practices and policies to create consistent expectations and provide our management team with critical job skills. In addition to the compliance learnings, there are leadership training segments tailored to the delivery supervisor role, which emphasize our ethics policy, how it applies to delivery and our DOT regulatory obligations.

Approximately **170** operations and safety leaders attended Delivery University throughout the year. Through this training, we increased compliance accountability and provided leaders with tools to aid in compliance efforts.

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.



CSR APPROACH

At RBG, we are committed to reducing the carbon footprint and environmental impact of our operations and delivery systems. While we are making strides in operating with a more responsible and sustainable mindset, we know there is always room to improve our efficiencies. 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.

[Read our AB 1305 Disclosure Statement](#)

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

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 up 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 encompasses four focus areas where we feel we can make the most meaningful impact:



RBG Cares
COMMUNITY
CHEERS FOR
CHARITY



RBG Cares
RECYCLING



RBG Cares
ENERGY



RBG Cares
**FUEL &
EMISSIONS**

SUSTAINABILITY

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.

Charitable Focus Areas

We know that when the communities where we live and work 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.

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. We empower local committees to plan and organize events that foster employee engagement and inspire them to give 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.



**Veterans / Active
Duty Support**



**Housing / Family
Support**



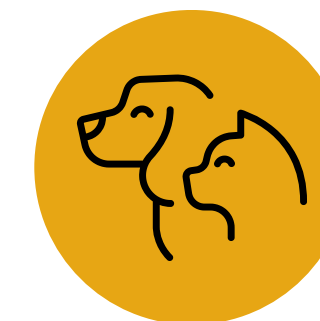
**Local Food
Organizations**



**Health / Medical
Support**



**Sustainability
Initiatives**



**Animal
Assistance**



**Seasonal
Community
Engagement**

RBG CARES COMMUNITY



\$900K
monetary
donations



300+
hours volunteered
at Ronald
McDonald House



1,945+
items donated
(i.e., pet supplies,
back-to-school
items, etc.)



380
food donations

Philanthropy Partners

85+ local philanthropic partners



and many more!

2,905+
toys donated
over the
holidays



1,870+
total volunteers

1,000
trees
planted



"My volunteer work has positively impacted me from the joy and fulfillment I receive each time, at every event."
- Alejandro Serrano, Web & Printer Designer, RBG



[Read More: RBG Celebrates Cheers & Joy For The Holidays](#)

RBG CARES COMMUNITY

LOCAL SPOTLIGHT



Premium Distributors of Virginia, Chesbay Distributing, Premium Distributors of Washington, D.C. & Premium Distributors of Maryland

Between these four locations, multiple Cheers for Charity events were hosted in support of children with cancer through the Saint Baldrick's Foundation. Each event encouraged participants to shave their heads or facial hair to raise monetary donations for the cause. Across all events, over 40 individuals braved the shave. **These efforts resulted in an impressive \$36,435+ raised across all events for Saint Baldrick's Foundation.**

In the last seven years of participating in this event as part of our RBG Cares initiative, Premium Distributors of Virginia and Premium Distributors of Washington, D.C. have **raised over \$173,855 for childhood cancer research.**



LOCAL SPOTLIGHT



Harbor Distributing - Santa Fe Springs

The Harbor Distributing - Santa Fe Springs Cheers for Charity committee supported the City of Santa Fe Springs' Department of Community Services and their Back-to-School Backpack Program.

This program provides backpacks filled with grade-appropriate school supplies to children from low-income families in first through 12th grade. The program's goal is to equip and encourage young students to pursue their education.

Employees had the opportunity to donate to the cause and dunk their favorite RBG leader in our Cheers for Charity dunk tank.

The Harbor Distributing - Santa Fe Springs team raised over \$850 for school supplies.





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 and 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



Reyes Beverage Group will achieve 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.



RBG CARES RECYCLING

About 3 times
the weight of
“The Bean”
(Cloud Gate) in
Chicago!



~330

tons of metal materials
recycled

Did you know? Cardboard
(also known as corrugated)
boxes can be recycled at
least seven times and can
be used to make new
packaging boxes, and even
furniture.

Source: recyclingpartnership.org.

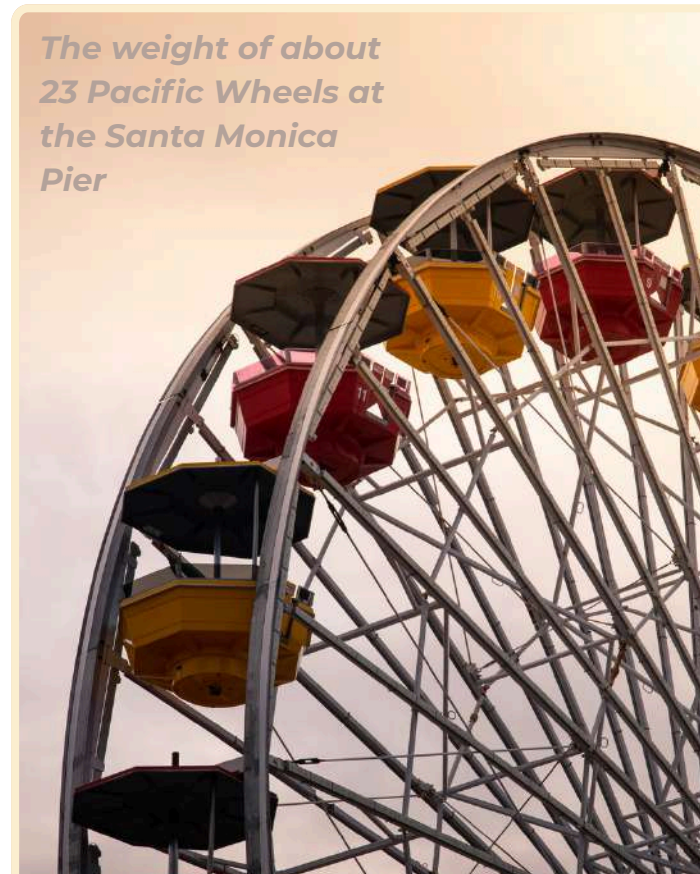


~1,135

tons of plastic
materials recycled

The weight of about
150 bronze doors at
the Nashville
Parthenon

The weight of about
23 Pacific Wheels at
the Santa Monica
Pier



~1,425

tons of paper materials
recycled

About half of
the weight of
the granite
used on the
Texas Capitol's
exterior!



~3,020

tons of organic
materials recycled

Recycling Goals

2024

Goal: 54%

Actual: 56%

In 2024, RBG exceeded waste diversion goals by finishing the year strong with a landfill diversion rate of 56%, a 27% improvement YoY.

2025

- Increase waste diversion to 62%, a 10% YoY improvement

RBG CARES

RECYCLING LOCAL SPOTLIGHTS

**Golden Brands - East Bay**

Night warehouse supervisors at Golden Brands – East Bay developed a unique challenge to prevent plastic film wrap from ending up in the landfill. They noticed that cardboard rolls with some plastic film still attached were being tossed into garbage cans throughout the facility.

Friendly competition is part of our culture, so to make the initiative fun while combating waste, employees were asked to completely use all the film and write their names on the spent cardboard rolls before placing them in the appropriate recycling receptacle. The supervisors then tallied up the number of cardboard rolls each employee deposited for the month and used the totals for raffle prize entries. Results were astonishing.

In the first two weeks of the initiative, employees recycled 718 plastic film-free cardboard rolls, saving approximately 46 rolls of film. The team has embraced this new initiative as a long-term opportunity and continues to look for other ways to get involved in environmentally conscious programs to invest in our future.



Gold Coast Beverage - Pompano added beverage destruction and pallet streams in collaboration with our waste diversion partner, which **increased their diversion rate from 50% to 90%.**



Gold Coast Beverage - Doral **improved recycling rebates** by \$10 per ton on old corrugated cardboard and \$15 per ton on Low-Density Polyethylene (LDPE).



Lee Distributors – Summerville **recycled 262 kegs.** If you stacked this many standard half-barrel kegs on top of each other, the result would be almost as tall as the Washington Monument!



Monarch Distributing **recycled ~320 tons of single-deck loading platforms.** That's roughly the weight of over **360 F1 race cars!**



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 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.

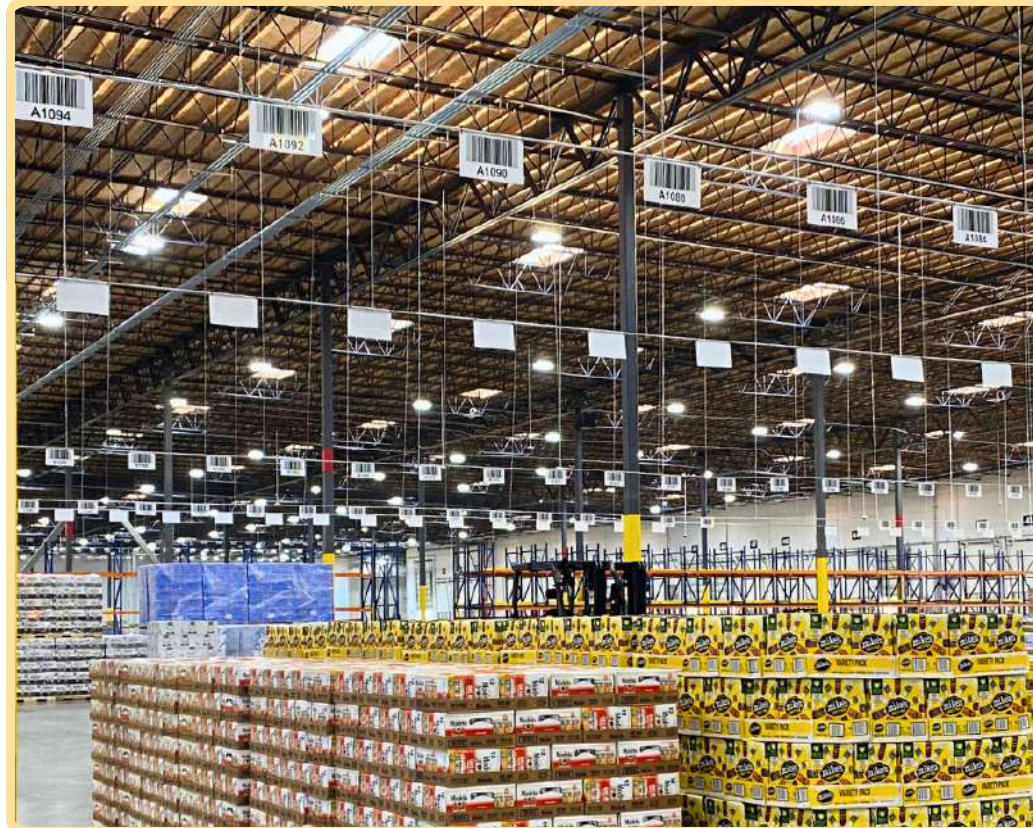
All RBG employees have access to an energy metrics report that tracks electricity, water and gas usage across our facilities. This readily available data empowers employees to save energy and see their impact on reductions each month.



RBG CARES ENERGY

Total electricity
usage decreased
by **4% YoY**

50% of facilities
reduced their
electricity usage



LED Lighting

RBG invested in **seven new and/or expanded buildings** in 2024, all with 100% LED lighting



Monterey Bay, Sacramento,
Stockton & East Bay



Indianapolis



Kissimmee



Chicago

Over 95% of all facilities have **100% LED lighting**

HVAC/Refrigeration Projects

- Completed **over 30** HVAC/refrigeration projects in 2024
- Innovative refrigeration energy reduction strategies** were implemented in the keg cooler and warehouses for all new facilities



Solar Progress

Added the following solar capacity in 2024:

- Golden Brands – Monterey Bay new building has **~650 kW**
- Golden Brands – Sacramento new building has **~800 kW**
- Golden Brands – Stockton new building has **~800 kW**

Energy Goals

2025

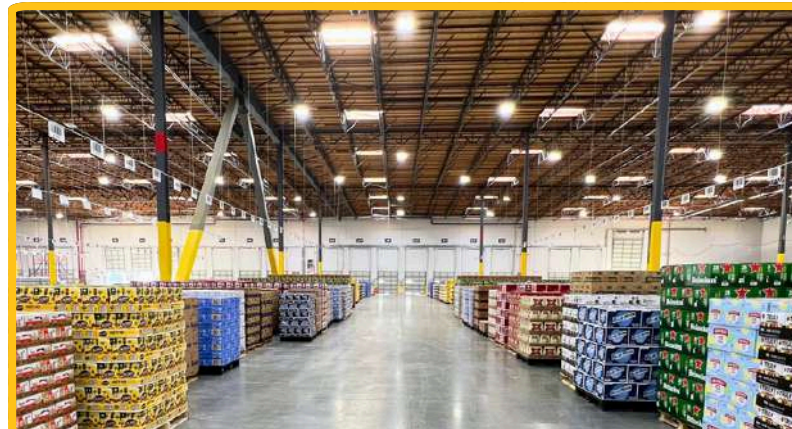
- Achieve 3% reduction in electricity usage YoY
- Add 4,500+ kW of solar capacity

RBG CARES ENERGY

LOCAL SPOTLIGHTS

Facility Features in 2024

One of our key strategies for continuous improvement involves making thoughtful investments in our warehouses and facilities, with a strong focus on reducing energy consumption. Read more about our investments below.



Golden Brands - Monterey Bay

[Read More](#)



Golden Brands - Sacramento

[Read More](#)

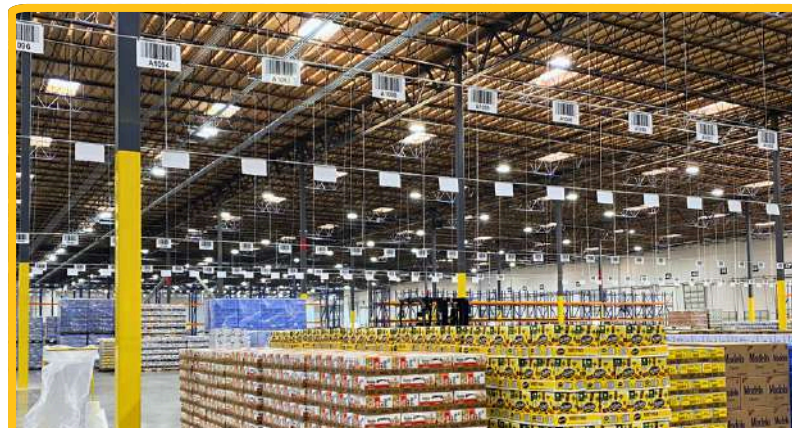


Golden Brands - Stockton

[Read More](#)

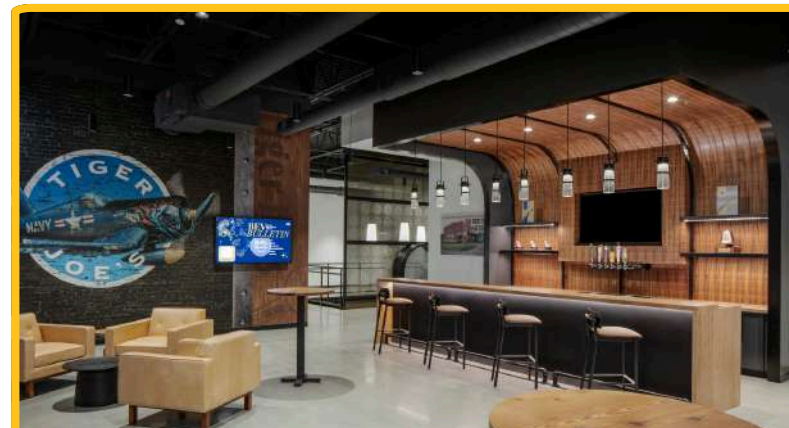
In 2024, Premium Distributors of Michigan received **Renewable Energy Credits** from DTE for attributing **85%** of its 2023 energy usage to renewable energy.

This resulted in **725,253 kWh** or **726.25 renewable energy credits (RECs)**.



Golden Brands - East Bay

[Read More](#)



Monarch Distributing

[Read More](#)



Florida Distributing Company

[Read More](#)

In 2024, Chicago Beverage Systems improved their current facility with the implementation of **100% LED lighting**.

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 60% reduction in carbon emissions by 2030 across energy and fuel/emissions.**

In 2024, our sustainability team continued to reinforce our idle time reduction program, which focuses on educating drivers on the benefits of turning off their engines when servicing accounts and reinforcing positive behavior through friendly competition.



RBG CARES

FUEL & EMISSIONS



Electric Vehicles

29 tractors **32** service vehicles

400K total electric miles driven
270K miles driven with vans and pickups
130K miles driven with class 8 trucks

Employee EV Chargers

We have **nearly 100 EV chargers** for employee use across our facilities.

2024 ADDITIONS

- 2** Golden Brands – Monterey Bay
- 6** Golden Brands – Sacramento
- 14** Golden Brands – East Bay



Renewable Fuel

In 2024, we increased our use of biofuels significantly.

- Renewable diesel **increased by 429%**
- Biodiesel **increased by 52%**
- Diesel **decreased by 33%**
- Total gallons of fuel used **decreased by 3.64% YoY**

In February 2024, the following locations transitioned from regular diesel to renewable diesel:



Did you know? Renewable diesel is molecularly the same as regular diesel, but renewable diesel reduces greenhouse gas emissions by about 65% versus regular diesel.

Idle Time Reduction Program

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. **We saw continued engagement in 2024.**

2024 WINS

~19% idle time (vs. 20.4% PY)

~6.5% idle cost reduction YOY
Best across the Reyes Family of Businesses in 2024!

~22,935 gallons of fuel saved from idle time reduction
 (Enough to fill more than 432 standard whiskey barrels!)

+300K kilograms of carbon emissions avoided from idle time reduction

Did you know? Idling for just 30 seconds wastes more fuel than restarting your engine.

Fuel & Emissions Goals

2025

- Achieve 3% fuel usage reduction YoY
- Maintain under 20% idle time across RBG

RBG CARES FUEL & EMISSIONS



RBG Drivers Surpass +1M Kilograms of Carbon Emissions Avoided

In 2024, RBG celebrated officially avoiding over one million kilograms of carbon emissions since the start of our idle time reduction program in October 2021!

From October 2021 - December 2024:

~85,615 gallons of fuel saved from idle time reduction

~1,131,815 kilograms of carbon emissions avoided from idle time reduction

That's equivalent to...



The amount of carbon sequestered by:

18,715
tree seedlings grown for 10 years

1,135
acres of U.S. forests grown in one year



Avoiding greenhouse gas emissions from:



RBG SPOTLIGHT

260+
gasoline-powered passenger vehicles driven for one year

The amount of carbon needed to power:

150+
homes' energy use for one year
235+
homes' electricity use for one year

Avoiding CO2 emissions from:

1,257,230+
pounds of coal burned

127,355+
gallons of gasoline consumed



Greenhouse gas emissions avoided by:

57+
garbage trucks of waste recycled instead of landfilled

96,210+
trash bags of waste recycled instead of landfilled

400
tons of waste recycled instead of landfilled

FEATURE STORY

RBG ELECTRIFIES CALIFORNIA WITH EV TRACTORS

In 2024, RBG added 29 zero-emission, battery-electric tractors to our California fleet of vehicles located at the Golden Brands – East Bay, Harbor Distributing – Huntington Beach and Gate City Beverage – San Bernardino warehouses. These new EV tractors signify a leap toward our goal of 60% reduction in carbon emissions by 2030.



FEATURE STORY

RBG Electrifies California with EV Tractors

RBG is committed to reducing the carbon footprint and environmental impacts of our operations and delivery systems through natural improvements, energy efficiency, biodiesel, fleet electrification and renewable energy.

OUR TARGET (ALIGNED WITH THE PARIS AGREEMENT): BY 2030, WE WILL REDUCE OUR CARBON EMISSIONS BY 60% AND ACHIEVE ZERO WASTE TO LANDFILL.*

In 2024, 29 new, zero-emission, battery-electric tractors hit the road in California. In addition to our expansion of renewable diesel and our ongoing idle-time reduction program, the rollout of these new Freightliner eCascadias is a significant leap toward our sustainability efforts.

[Read More in our Newsroom: RBG Electrifies California with 29 EV Tractors](#)

"This truck is prestige at its finest.

I was able to back into the dock, drive on surface streets, park and drive back to the warehouse on the freeway with no issues at all. I'm proud to operate this vehicle and contribute to the company's efficiency."

- Javier Michel, Delivery Driver, Harbor Distributing – Huntington Beach



Our Freightliner eCascadia Class 8 Tractors



Are expected to save over **98,000 gallons** of diesel per year



Will avoid nearly **770 tons** of carbon dioxide emissions per year

**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.*



These tractors are charged exclusively at electric commercial charging stations installed on-site at our facilities. Recharging takes as little as **90 minutes to two hours to reach 80% capacity**, fostering enhanced efficiency.

The charging systems, designed and engineered by Pave Power, RBG's partner in energy and EV infrastructure development, can also increase charging speeds to meet growing energy needs down the line, future-proofing the sites for additional electric vehicle rollouts.

ABOUT THIS REPORT

This CSR Report is provided for general informational purposes only. Reyes Beverage Group, together with its subsidiaries and affiliates (collectively, the “Company”) is a privately held organization and is not subject to public company disclosure requirements.

Nothing in this CSR Report creates any legal rights or obligations, nor should it be construed as a representation, warranty, or guarantee regarding the Company’s operations, policies, or future plans.

Certain statements may be forward-looking in nature and reflect current expectations or beliefs about future events. These statements are based on assumptions and subject to risks and uncertainties that could cause actual outcomes to differ materially. The Company undertakes no obligation to update or revise any forward-looking statements.

This CSR Report may include goals, initiatives, and commitments that are aspirational and may not be achieved as planned or within stated timeframes.

References to third-party data or frameworks are for benchmarking or illustrative purposes only. The Company makes no representations regarding the accuracy or completeness of such information.

Nothing in this CSR Report should be interpreted as an admission, evidence of compliance (except as required for AB 1305 disclosures), or guarantee of performance, nor does it constitute investment, legal, or other professional advice.

Unless otherwise noted, data reflects internal tracking for the 2024 calendar year, with a reporting cutoff date of December 31, 2024. All figures are subject to rounding, estimation, and ongoing validation.





REYES BEVERAGE GROUP

WORKING TOWARD A BETTER TOMORROW

CORPORATE SOCIAL RESPONSIBILITY REPORT 2024

