



Corporate Social Responsibility Report 2024



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RCCB CARES

A Message from Our CEO

At Reyes Coca-Cola Bottling, we believe in doing business the right way. For us, that means fulfilling our Purpose and Vision to make a positive impact on our communities while delivering unmatched value to our stakeholders. We are committed to continuously improving our operations and unlocking the full potential of the people who make our success possible.

In 2024, we built on our momentum from the previous year and continued making progress in our key focus areas—Community, Recycling, Energy, Fuel & Emissions and Water. Through strategic initiatives, meaningful partnerships and a commitment to investment, we strengthened our impact to drive positive change in our communities.

None of this progress is possible without the dedication of our employees, customers and partners. Together, we are redefining how a local bottler can make a positive and lasting impact in our communities.

Thank you for reading our 2024 Corporate Social Responsibility Report. We're excited to share the highlights of our 2024 progress across our Reyes Cares key focus areas, and we look forward to continuing this journey together.



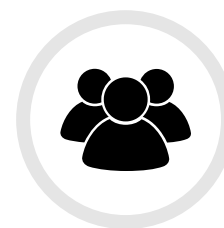
Bill O'Brien
Chief Executive Officer



RCCB Cares Commitment

At the heart of our Corporate Social Responsibility efforts is our RCCB Cares commitment, which expresses our unwavering pledge to make a positive impact in the communities where we live and work. As part this commitment, we believe in the power and necessity of working together to lift those around us and leave a better world for future generations. We concentrate on specific areas where we believe we can make the biggest difference, including **Community, Recycling, Energy, Fuel & Emissions and Water**. To achieve our mutual goals and affect positive change, we collaborate with a range of partners including The Reyes Family of Businesses, The Coca-Cola Company, customers, industry partners, governmental bodies and NGOs.

About Us



11.6K+
Employees



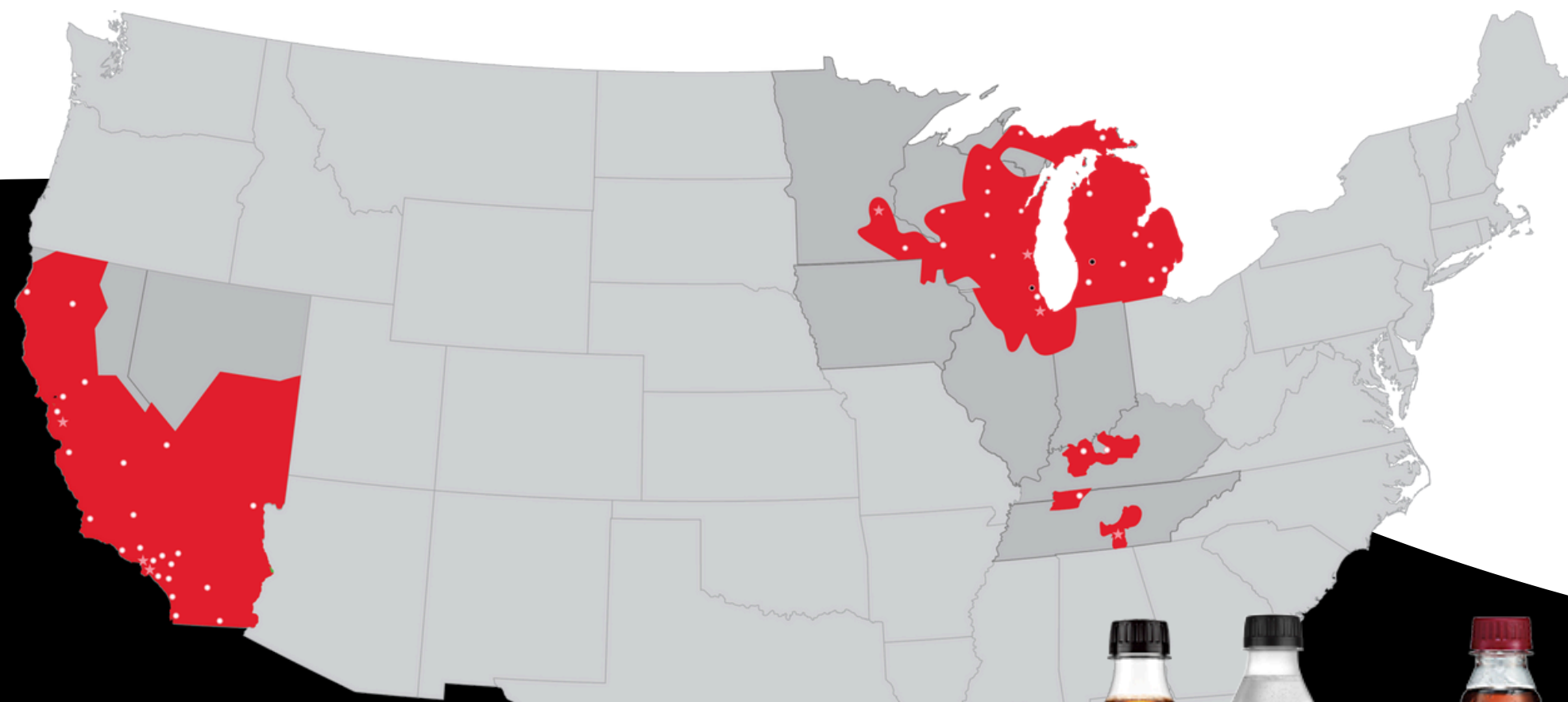
54
Facilities



210K+
Customer Accounts



33IM+
Annual cases



Reyes Coca-Cola Bottling (RCCB) is a franchise bottler and distributor of Coca-Cola, Dr Pepper and Monster brands, and operates across 10 states: California, Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Nevada, Tennessee and Wisconsin. Reyes Coca-Cola Bottling 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.

- Production Center
- Distribution Center
- ★ Production & Distribution



OUR Purpose

Partner with the **best brands in the world** to **refresh** our local communities

OUR Vision

Be the **leader** in the beverage business by **delivering unmatched value** to our employees, customers, and local communities



OUR Core Values

PEOPLE & SAFETY • RELATIONSHIPS • INTEGRITY • DEDICATION • EXCELLENCE

RCCB *Cares*

People Focus

At Reyes Coca-Cola Bottling (RCCB), we understand the importance of our people – they are our most valuable asset. Without great people, we wouldn't be where we are today. We believe in creating a workplace where our team members are empowered to thrive, support one another and unlock their full potential. We aim to lift our team members up and help them grow alongside the company to reach their highest potential. We support them through robust onboarding and orientation, extensive career development programs, our annual talent and performance cycle and our commitment to promoting from within. Above all, we are proud to cultivate a winning culture where everyone has an opportunity to grow and prosper.



WE HAVE AWARDED
MORE THAN \$1.84
MILLION SINCE 2019
IN SCHOLARSHIP
FUNDING



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.

THE
HEARTBEAT
OF
EXCELLENCE

Unlocking the full potential of our people

From the moment our people walk through the door, we make sure to onboard them with care. From there, we offer our employees career development opportunities customized for 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 Fortune Best Workplaces in Manufacturing & Production.



A FEW OF OUR DEVELOPMENT PROGRAMS INCLUDE:



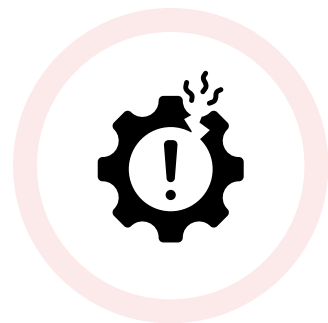
TUITION REIMBURSEMENT PROGRAM



We pride ourselves on providing ample opportunities for our employees to grow and develop their careers. We reward team members who go above and beyond to drive our business forward. This recognition includes tuition reimbursement and assistance supporting our employees' educational goals. Additionally, we partner with Pepperdine University and other educational institutes to offer leadership development workshops for high-potential employees.

Safety is a core value

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 to reduce distracted driving behaviors and keep our team members and assets safe.



12.5% ↓

Decreased our incident frequency rate (compared to 2023)



20% ↓

Decreased our lost time incident rate (compared to 2023)

SAFETY IN OUR CULTURE



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 regular and comprehensive training to employees to equip them with the knowledge and skills necessary to work safely



This bottle
is **100%**
recycled,
thanks
to you



DASANI

*Excludes cap and label

CSR Governance

RCCB Cares is embedded in our strategic framework and drives our commitment to making a positive impact in our communities. We have established short- and long-term goals across five focus areas: Community, Recycling, Energy, Fuel & Emissions, and Water. RCCB Cares aligns with the broader Reyes Cares initiative led by our parent company, Reyes Holdings, as well as The Coca-Cola Company's sustainability goals.

To ensure accountability and effective integration of corporate social responsibility (CSR) into our business strategy, our Strategic Infrastructure & Development team collaborates with key stakeholders to establish measurable goals, baseline assessments and enact implementation plans through 2030. This governance structure helps embed CSR within our business priorities and maintain progress toward our ambitious objectives.

Under the RCCB Cares framework, our Strategic Infrastructure & Development team and our Director of Sustainability work cross-functionally to integrate CSR initiatives into our annual business plans, ensuring meaningful action and measurable impact. As part of the Reyes Family of Businesses, we regularly report our progress against CSR goals to the Reyes Holdings CSR Council and through our annual CSR report.

*All data reflects company-reported figures for 2024 and is subject to ongoing validation. Certain statements in this CSR Report are aspirational and forward-looking in nature.

Sustainability Highlight

COCA-COLA NORTH AMERICA DEBUTS NEW LIGHTWEIGHT PET BOTTLE DESIGNS

In 2024, we rolled out redesigned, lighter-weight PET* bottles across our beverage portfolio as part of The Coca-Cola company's broader commitment to create a circular economy for its packaging. Our breakthrough innovations in modeling technology reduce the weight of our bottles to 18.5 grams. This significant step in material reduction preserves the durability and functionality of our packaging while, most importantly, maintaining the high quality and taste standards of our beverages.

The introduction of the new lightweight bottles in 2024, which were rolled out across our territory, resulted in a significant 12% reduction in PET usage.

These efforts demonstrate our ongoing commitment to sustainability by driving meaningful change in innovation in packaging while reducing our environmental impact.

**PET (Polyethylene Terephthalate): A strong, lightweight and 100% recyclable plastic commonly used in beverage packaging, including all Coca-Cola bottles.*





RCCB Cares
COMMUNITY



RCCB Cares
RECYCLING



RCCB Cares
**FUEL &
EMISSIONS**



RCCB Cares
ENERGY



RCCB Cares
WATER

RCCB Cares

Progress

The RCCB Cares banner comprises a group of philanthropic initiatives across the Reyes Family of Businesses designed to drive positive change in the communities where we do business. Our RCCB Cares focus spans the areas of Community, Recycling, Energy, Fuel & Emissions, and Water. We believe in the power of collaboration to uplift those around us, and our efforts are geared toward creating a better world that benefits our present society as well as generations to come. We are excited to share the progress made in each focus area in 2024.

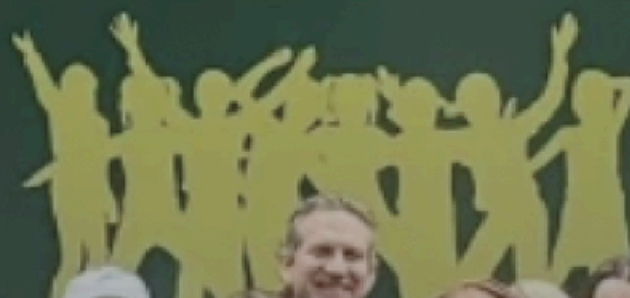
GLEANERS

EST. 1977

FEEDING PEOPLE. NOURISHING LIVES.

FEEDING AMERICA

FOOD BANK OF THE YEAR



RCCB *Cares*

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 launched a Community Champion Network with dedicated local Community Champions who lead the community engagement work for their facility.



Goal



ONE

One community engagement event per month per facility by 2030

Progress



1,516

Community engagements across our facilities



\$2.3M

Worth of beverage product donated to local organizations and community partners



\$3.1M

Reinvested in our communities through monetary donations and in-kind donations

Our Charitable Giving Focus

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



Empowerment

Supporting communities to reach their full potential in a way that is reflective of our 11,600+ employees



Workforce and Skill Development

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



Emergency Assistance

Responding to emergency situations and natural disasters to support those in need



Water Stewardship and Environmental Protection

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

A FEW OF OUR PARTNERS INCLUDE:



2024 Highlights

SEASON OF GIVING

Throughout the holiday season, our teams went above and beyond to make a positive impact in our local communities. They sponsored and held food, toy and clothing drives and provided gifts to hundreds of families. RCCB donated over \$164,000 and employees volunteered more than 1,100 hours in November and December.



SECOND HARVEST FOOD BANK

Our RCCB teams from Salinas and San Jose came together to volunteer at the Second Harvest Food Bank in Santa Cruz County. They helped pack and sort food for the 65,000 people the food bank serves monthly. The team dedicated 18 hours and packed 450 bags of fresh produce and dry goods that were distributed throughout Santa Cruz County.

RONALD MCDONALD HOUSE CHARITIES

This season, our RCCB teams united to support our ongoing partnership with Ronald McDonald House Charities. From preparing meals and donating refreshments to hosting a silent auction and joining a charity walk, they stepped up with enthusiasm and generosity, making a meaningful impact in their local communities.





MICHIGAN HUMANE

For two months in 2024, Highland Park and Van Buren team members partnered with the Michigan Humane to support five volunteer events. From dog recess playdays to shelter cleanups and a pet food distribution effort, more than 20 volunteers helped deliver dog and cat food to local families and even helped one lucky dog find a forever home.

SPECIAL OLYMPICS

RCCB and The Coca-Cola Company have been proud partners of the Special Olympics for many years. In 2024, we supported Special Olympics seasonal games, and our volunteers ran hydration stations for the athletes, helped set up competition events, and cheered on participants.



COMMUNITY CLEAN UPS

Teams across the 10 states we serve volunteered their time to support community cleanup events. For example, our team in Bakerfield, Calif., helped beautify four miles of the local community —just one of many such events our teams participated in throughout 2024.



HURRICANE HELENE RELIEF

As part of the Coca-Cola system, RCCB contributed \$25,000 to The Coca-Cola Employee Disaster Relief Fund to support Coca-Cola system employees facing hardships from the disaster.

Our Community Champion Network in Action



Community Champions lead community engagement work for their facility. Each Champion is designated by the respective facility and is passionate about making a positive difference in the community. Champions plan and coordinate community engagement and outreach opportunities and facilitate employee participation in a wide range of events and activities.

RCCB *Cares*

Recycling

As a local bottling company, 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, valuable 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.



Goal



ZERO WASTE TO LANDFILL

>95% waste diversion from landfills from all facilities by 2030

Progress



88%

Solid waste diverted from production facilities

1%

Approximate improvement in total solid waste diversion compared to last year

2024 Highlights

To continue progress on our recycling efforts, we focused on further decreasing our virgin plastic use and increasing the adoption of 100% recycled PET (rPET). We also light-weighted bottles to reduce materials and continued expanding our waste diversion efforts. These initiatives align with our commitments to support a circular economy, reinforce sustainable packaging solutions and minimize environmental impact.

LIGHTWEIGHT PET BOTTLES

We successfully reduced PET content in our small bottle packaging by 12%, decreasing the weight from 21 grams to 18.5 grams. This change was achieved through innovative design modifications, including optimizing the machinery and reshaping the bottle to use less material while maintaining strength and durability.

WASTE DIVERSION

We have created an effective waste diversion program through our partnership with Northstar Recycling. This data-driven program helps us better separate recyclable materials from our solid waste. We completed eight plant assessments this year to optimize waste diversion at each location.

100% RECYCLED PET

Aligning with the Coca-Cola system, we now use 100% rPET for all 20 oz. Coca-Cola and Dasani bottles nationwide, significantly reducing the use of virgin PET in our packaging. These bottles are made entirely from recycled materials, reinforcing our commitment to sustainability.



RCCB *Cares*

Energy

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



RCCB *Cares*
ENERGY

Goal



20MW

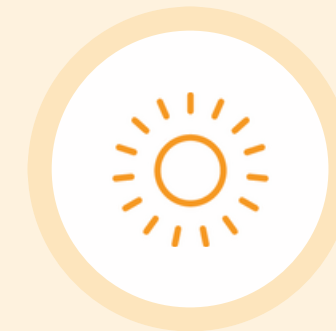
Install 20 megawatts of onsite renewable energy capacity by 2030

Progress



5.6%

Lowered our energy use-to-production ratio by 5.6% from 2023 to 2024



10.6MW

Of solar energy power commissioned since 2022

2024 Highlights

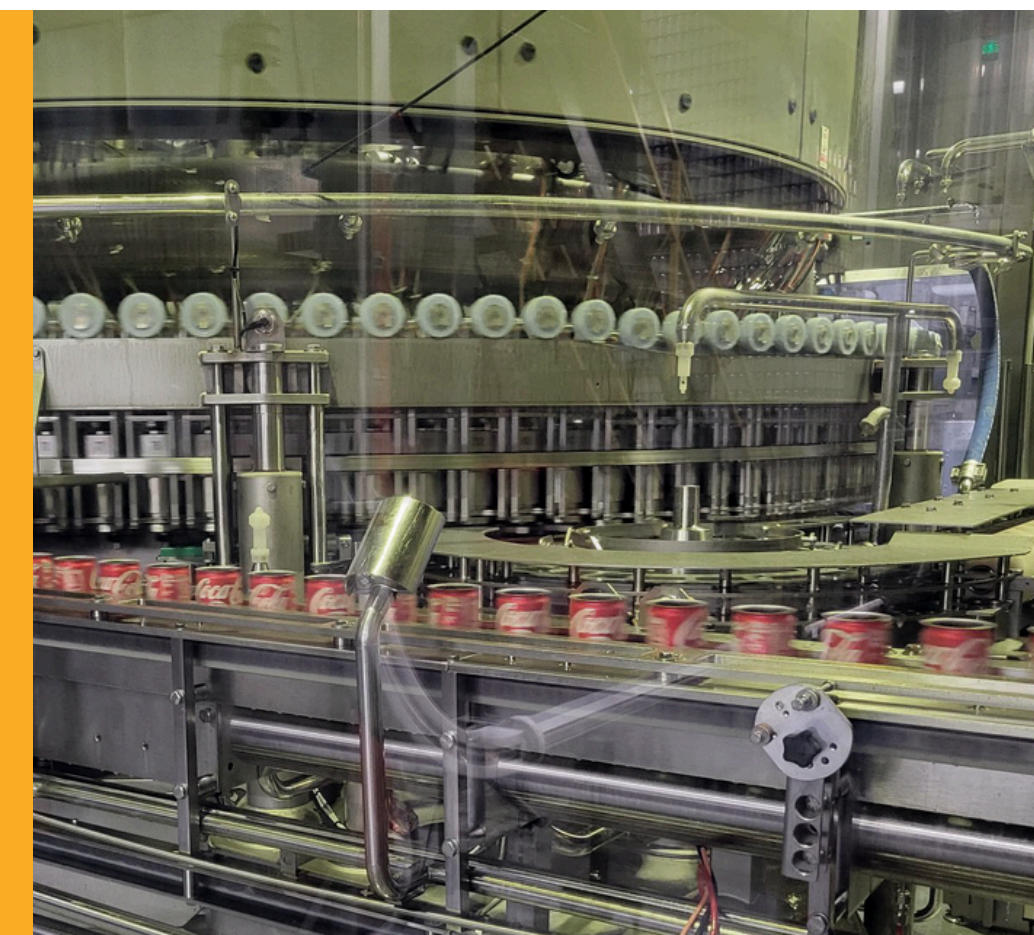
ENERGY EFFICIENCY

Our commitment to renewable energy took a leap forward in 2024 with the commissioning of 3.5 megawatts (MW) of on-site solar power at our Alsip, Ill., Las Vegas, Nev., Los Angeles, Calif., and San Leandro, Calif., facilities. These additions build on our ongoing efforts to integrate sustainable energy solutions into our operations.

Since 2022, we have facilitated 10.6 MW of solar energy projects, with 6.7 MW already completed and delivering operational benefits. As we continue to invest in solar power, we are making steady progress toward reducing emissions and increasing energy efficiency across our facilities.

AMBIENT FILLING

We have continued expanding our ambient filling use, which allows us to save energy and water by no longer needing to chill and re-warm the product before it is packaged. In 2024, we added ambient fill capability in our Eagan, Minn., Niles, Ill., and San Leandro, Calif., facilities.



FACILITY UPGRADES

RCCB continues to invest in its facilities, with significant enhancements underway in Fresno, Calif., New Hudson, Mich., and West Dundee, Ill. All our new facilities are designed with sustainability in mind. And improvements have been made to improve energy efficiency at our existing facilities, such as upgraded HVAC systems and LED lighting.





RCCB *Cares*

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.



RCCB *Cares*

FUEL & EMISSIONS

Goal



30%

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

Progress



9%

GHG reduction (against 2023)

20.4% GHG reduction (against a 2021 baseline)



86

By the end of 2024, we operated 86 electric vehicles in our fleet

2024 Highlights

GOAL PROGRESS

In 2021, we set an ambitious Fuel & Emissions goal of reducing greenhouse gas (GHG) emissions by 30% by 2030. In 2024, we reduced GHG emissions by 9%, bringing our total GHG emissions reduction to 20%—already two-thirds of the way to our 2030 goal.

To continue progressing toward this goal, we revamped our fleet and operations by integrating electric vehicles (EVs), converting carbon dioxide (CO2) to nitrogen in our production, and expanding the use of biodiesel to fuel our trucks.

We started by introducing 20 eCascadia Freightliners in 2023, along with our 32 electric-powered service vehicles to our California operations. Since then, we have expanded significantly. By the end of 2024, our fleet included 86 EVs, ranging from electric vans and pickup trucks to tractors and straight trucks. Our EV fleet drove over 1.2 million miles, saving more than 150,000 gallons of fuel.

With these strategic initiatives, we remain committed to driving sustainable change and achieving our emissions goal ahead of schedule.

EV FLEET

We continue expanding our EV fleet. In 2024, RCCB had a fleet of 86 EVs. These all-electric tractor-trailers have a range of 220 miles per charge and are supported by newly installed charging stations at our facilities.



CO2 TO NITROGEN CONVERSION

We completely transitioned from using carbon dioxide (CO2) to nitrogen in non-ingredient processing at eight of our facilities. By switching to using nitrogen instead of CO2 in the production processes across these plants, we are reducing our emissions by up to 12%.

That figure represents about 23,500 tons of CO2, like taking 5,064 cars off the road for a year.

BIODIESEL EXPANSION

We transitioned to using biodiesel and renewable blends in trucks in almost all California facilities. Across our operations, about 40% of all fuel used was renewable or biodiesel, marking significant progress from the previous year. Overall, we have reduced fuel use by 8% compared to 2023.



RCCB Cares
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.

Turning Point Preserve northwest of Sacramento, Calif. It's one of several projects along the Sacramento River that RCCB and The Coca-Cola Company are helping fund.

Photo credit: California Department of Water Resources



RCCB *Cares*
WATER

Goal



17.5%

Reduce our Water Use Ratio by 17.5% by 2030

Progress



10%

10% reduction in our 2024 Water Use Ratio, resulting in ~130M fewer gallons of water used compared to the prior year



300M+

Our combined projects will yield over 300M gallons of replenishment volume annually in California

2024 Highlights

CAPITAL INVESTMENTS

RCCB continues to invest in significant new capital projects that allow us to grow with our markets while improving our water and energy efficiency.

We completed five water assessments at production centers in the past two years. These assessments help us ensure we're optimizing our water use. We've also invested in state-of-the-art water treatment systems in Eagan, Minn., and updates are underway in Milwaukee, Wis.

WATER EFFICIENCY

As a company, we saved over 130 million gallons of water compared to 2023—that's the equivalent of 200 Olympic-sized swimming pools!



WATER METERING

We installed a system to track water use throughout eight of our production centers, allowing us to measure water flow continuously. Understanding where and when we use water is critical to verifying proper performance and addressing leaks quickly.



Water Replenishment & Restoration

REVITALIZING SACRAMENTO VALLEY RIVERS

In California's Sacramento Valley, RCCB and The Coca-Cola Company (TCCC) collaborated with River Partners, a nonprofit dedicated to river restoration throughout California, to revitalize Sacramento Valley rivers and local communities. This initiative supports global water replenishment and watershed health goals across the Coca-Cola system through a series of projects funded by public, nonprofit and private donations.

The Sacramento River basin projects aim to restore and reconnect floodplains, reduce agricultural water demand and enhance climate resilience along strategic stretches of California's largest river. RCCB and TCCC's \$1 million investment in 2024 and 2025 supports this large-scale \$55 million initiative.

Projects from this initiative will create at least 16.1 billion gallons of volumetric water benefits annually. Funding from all project partners allows for the acceleration of large-scale, multi-benefit restoration efforts. It also helps speed habitat recovery, increase groundwater recharge for farms and households, and expand flood protection for vulnerable communities.



Photo credit: California Department of Water Resources



LEO VANDER LANS ADVANCED WATER TREATMENT FACILITY

The Water Replenishment District (WRD) Inland Injection Well Project allows WRD to inject purified water into the drinking water aquifers through the state-of-the-art Leo J. Vander Lans (LVL) Advanced Water Treatment Facility in Long Beach, Calif.

With our support alongside The Coca-Cola Company, this funding has helped WRD build an additional injection well to increase the amount of purified water that can be pumped back into the aquifer. This project has improved local water resilience and increased groundwater supplies within the source aquifer for the City of Downey, Calif., where we also operate a production center. This project will reduce the use of imported water to maintain the Alamitos Barrier that protects the aquifer from seawater intrusion. The project is estimated to replenish approximately 657 million gallons of sustainable water in the groundwater basin annually.

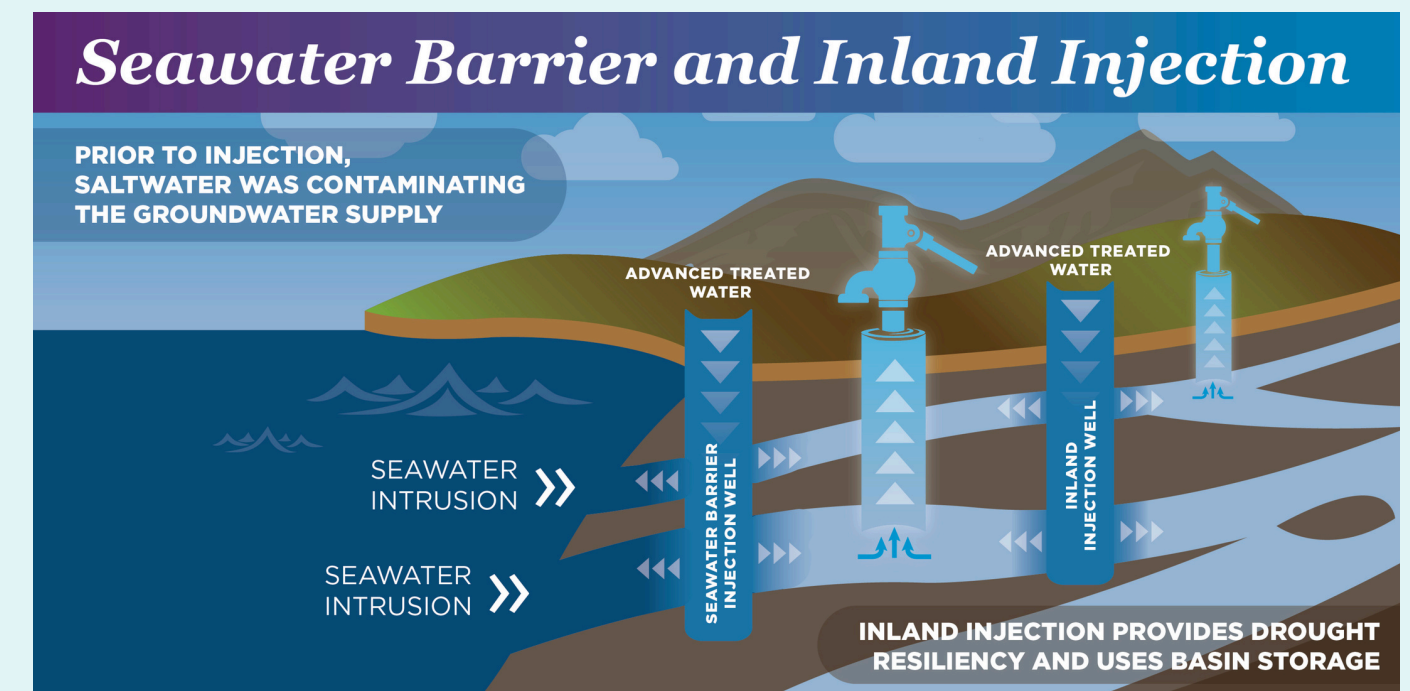


Photo credit: Water Replenishment District

About This Report

This CSR Report is provided for general informational purposes only. Reyes Coca-Cola Bottling, 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.



