

UNLEASHING THE GOOD



CORPORATE SOCIAL RESPONSIBILITY REPORT

2025

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A Message from Wayne E. Chaplin

At Southern Glazer's, we know that "doing good" isn't just something we talk about, it's something we live every day. It's reflected in how we serve our customers and suppliers, support one another, care for our planet, and give back to the communities we call home. Guided by our HEART Values—Honesty, Excellence, Agility, Respect, and Teamwork—we are proud to continue Unleashing the Good in everything we do.

This year's theme, "Unleashing the Good," celebrates the extraordinary impact our people make when they lead with compassion, creativity, and purpose. Across the Company, our teams have continued to champion our five Corporate Social Responsibility (CSR) pillars—Responsible Consumption & Prevention of Underage Drinking, Supporting Education, Culture of Belonging, Empowering Local Market Giving, and Environmental Sustainability—transforming our values into action and driving meaningful change.

Through VolunCheers, our Company-wide employee giving and volunteer program, Southern Glazer's team members dedicated thousands of hours to causes close to their hearts, proving that small acts of kindness can create extraordinary impact. Whether packing meals, mentoring students, or supporting local charities, our people showed what it means to care deeply about the places where we live and work.

Our commitment to the Responsible Consumption & Prevention of Underage Drinking remains unwavering, as we continue to invest in education initiatives like AlcoholEdu for High School, developed by [EverFi®](#), empowering young people to make informed, responsible decisions about alcohol.

In the spirit of Supporting Education and creating a Culture of Belonging, we expanded opportunities for learning, mentorship, and inclusion, ensuring every employee feels valued and empowered to grow. Our C.H.E.E.R.S. Business Resource Groups, leadership programs, and partnerships with organizations such as the Thurgood Marshall College Fund reflect our belief that authenticity strengthens our culture and drives our success.

At Southern Glazer's, we're also committed to winning the right way, every day. Our Compliance & Ethics Program serves as the foundation for this commitment and has ensured that our actions reflect our values, protect our people, and safeguard our reputation across every aspect of our business.

Our Environmental Sustainability efforts also gained momentum this year, thanks to the leadership of our Green Teams and our continued investments in sustainable logistics and facilities. From fleet optimization to waste reduction, we are taking meaningful steps to protect the planet we all share.

Every one of these efforts represents what happens when we come together with purpose—and Win with HEART. We are proud of what we've accomplished and inspired by what lies ahead.

As we look to the future, we will continue Unleashing the Good—in our workplaces, our communities, and our world.

Sincerely,

Wayne E. Chaplin

President & Chief Executive Officer

SOUTHERN GLAZER'S CSR PILLARS

1

Responsible Consumption
& Prevention of
Underage Drinking

2

Supporting
Education

3

Culture of
Belonging

4

Empowering Local
Market Giving

5

Environmental
Sustainability



UNLEASHING THE GOOD



47

Markets



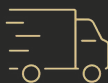
37

Distribution Centers



6.7M

Annual Deliveries



3.5K

Trucks in Fleet



15M

sqft
of Warehouse Space

Southern Glazer's Wine & Spirits
Corporate Social Responsibility
Report 2025

[View the full report online →](#)

SOUTHERN GLAZER'S AT A GLANCE

About Southern Glazer's Wine & Spirits

Southern Glazer's Wine & Spirits is the world's preeminent distributor of beverage alcohol, building brands for Moments that Matter. The multi-generational, family-owned Company has operations in 47 U.S. markets and Canada, as well as brokerage operations through its Southern Glazer's Travel Retail Sales & Export Division in the Caribbean, Central, and South America.

In 2025, Southern Glazer's was recognized by *Newsweek* as one of America's Greatest Workplaces for Diversity and America's Greatest Workplaces for Women. Southern Glazer's urges all retail customers and adult consumers to market, sell, serve, and enjoy its products responsibly. For more information visit www.southernglazers.com. Follow us on Facebook, X, and Instagram @sgwinespirits.



National Accounts Reach

Southern Glazer's National Accounts Team is unique in the industry and serves as a one-stop-shop for on- and off-premise customers looking to execute programs across a national footprint. With coverage of 90% or higher of its customers' operating units, Southern Glazer's can implement programs and easily track performance across the Company's network. The National Accounts Team is also supported by a dedicated National Accounts Strategy and Analytics Team that can provide customers with the largest data set in the industry utilizing the SGWS Elevate Platform to focus on shopper marketing trends, retailer insights, and trade business intelligence.

Expertise in Wine & Spirits Education

Southern Glazer's has more certified product experts than any other North American wine and spirits distributor. Its employees have successfully completed nearly 19,000 wine, sake, beer, and spirits education programs, from introductory to master-level achievements.

Southern Glazer's employs Master Mixologists across North America, responsible for educating bartenders, beverage buyers, and corporate clients about the latest trends in cocktail culture. Michelin star chefs, national restaurant chains, international hotels, and top spirits brands rely on Southern Glazer's expert Mixologists to help them develop world-class beverage programs that raise the bar for today's demanding consumers. Southern Glazer's Mixologists hold multiple certifications from accredited organizations, including the U.S. Bartenders Guild, BarSmarts, Wine & Spirit Education Trust, Society of Wine Educators, and Cicerone Certification Program, to name a few. Southern Glazer's also boasts the industry's first national wine team, dedicated to providing top-quality wine education and certification to its employees nationwide.

SOUTHERN GLAZER'S EMPLOYEE CERTIFICATIONS

Master of Wine:	1	WSET Level 1 Beer:	26
WSET Wine Certified Educators:	14	Court of Master Sommeliers Level 1:	2,092
WSET Sake Certified Educators:	10	CMS Certified Sommeliers:	126
WSET Spirit Certified Educators:	3	CMS Advanced Sommeliers:	25
WSET Diploma:	18	Master Sommeliers:	9
WSET Level 3 Wines:	347	Certified Specialists of Wine:	737
WSET Level 3 Sake:	29	SWE Certified Wine Educators:	14
WSET Level 3 Spirits:	17	SWE Certified Spirits Educators:	4
WSET Level 2 Wine & Spirits:	4,789	Certified Specialists of Spirits:	359
WSET Level 2 Sake:	45	Italian Wine Professionals:	237
WSET Level 2 Wines:	3,012	French Wine Scholars:	130
WSET Level 2 Spirits:	4,691	Italian Wine Scholars:	18
WSET Level 2 Beer:	2	Spanish Wine Scholars:	53
WSET Level 1 Sake:	2,008	California Wine Appellation Specialists:	73
WSET Level 1 Wines:	5	SG Wine Grapes Certificate Course:	42



10,348
Volunteer Hours

458
Volunteer Events

Community

VolunCheers Update

Unleashing the Good reflects the spirit that drives Southern Glazer's and our people. Across every market, our employees demonstrate that making a difference isn't just something we do; it's part of who we are. From championing meaningful local causes to responding with urgency and compassion when communities are in need, they unleash their kindness, creativity, and dedication to create lasting impact.

Through VolunCheers Online, our digital hub for organizing, tracking, and amplifying volunteerism, we're capturing the collective power of our people and showcasing how, together, we're transforming good intentions into real change.

In addition to the inspiring personal efforts of Southern Glazer's employees, our Company-wide corporate social responsibility (CSR) campaigns, network of VolunCheers Ambassadors, and employee recognition programs all contributed to the meaningful difference we made this year.

Southern Glazer's VolunCheers Ambassador Program is comprised of more than 90 employees across 47 U.S. markets, as well as the District of Columbia, and Canada. These charitable champions were hand-selected by local leaders for their passion and experience in leading volunteer activities. Ambassadors help drive local participation and leverage VolunCheers Online to organize and promote their volunteer events. The program celebrated its sixth anniversary in 2025 and continues to expand across markets and divisions.

VolunCheers Ambassadors participate in monthly calls where Company-wide campaigns are announced, participating employees share updates on local volunteer activities, and guidance is provided for upcoming initiatives or ideas. Each month, the call is kicked off by a guest speaker from a

228
Benefiting Charities

\$35,120
Employee Donations





national nonprofit. In 2025, speakers from United Way, Clean the World, the American Cancer Society, Clean Swell, and the Pinky Swear Foundation took the time to join these monthly discussions. Participating charities were selected based on ambassador feedback and upcoming observances, providing the group with relevant volunteer opportunities for their teams.

Since the VolunCheers Online platform was launched in July 2018, Southern Glazer's employees across the U.S. and parts of Canada have created more than **3,406 volunteer events**,

logged over **70,317 volunteer hours**, and given **\$554,992 in donations**. Additionally, 34% of employees, consisting of more than 8,002 of our team members, are active on VolunCheers Online. A majority of events created throughout the year supported the following categories: Community, Social Services, and Health & Wellness.

[Learn More About VolunCheers Events Across Our Markets →](#)

VolunCheers Unleashed

The Communications & CSR Team brought together more than 40 VolunCheers Ambassadors from across the Company virtually for our third annual VolunCheers Unleashed Conference! This year's theme, Unleashing the Good, celebrated the power each of us has to create positive change and gave our Ambassadors new tools and inspiration to take their community efforts to the next level.

[View the '2025 VolunCheers Unleashed' Video →](#)

Intern VolunCheers Week

As part of the Southern Glazer's summer internship program, interns receive first-hand experience on the power of community service and just how much it's valued at this Company.

The annual Intern VolunCheers Week engages and welcomes hundreds of new interns every year. Our summer interns were invited to work with local VolunCheers Ambassadors to find and lead a volunteer project. Intern VolunCheers Week project teams are assigned per location and are led or co-led by a self-selected Intern VolunCheers Leader.

This year, 136 passionate interns focused on a variety of projects within their local communities; each intern completed between five to eight hours of volunteer work. Projects included distributing food, garden and park cleanups, clothing drives, and more.

Some of the meaningful organizations that benefited were: Falcone's Nest Program LA Food Bank, Houston Food Bank, Gleaners Food Bank, NY Book Fairies, Apollo Support and Rescue Animal Shelter, Children's Services Council of Broward County, Cornerstone Assistance Network, Family Compass, CoCo Sane Sustainable Farm, Beckley Creek, City Square Food Panty, Orlando Greek Orthodox Community Center, Women's Global Empowerment Fund, and Frisco Fastpacs.



Holiday Giving Campaign

Pouring back into our people was our focus for the 2025 holiday season. Southern Glazer's asked all employees who have founded certified 501 (c)(3) charities to submit their organizations to be featured on the VolunCheers Online website. Amazingly, seven of our employees have taken their passion to the next level by founding charities that actively serve causes close to their hearts and communities. For our 2025 Holiday Giving Campaign, we wanted to take their dedication a step further.

During the campaign, the Company matched every single volunteer hour logged on VolunCheers Online from November 1 to December 31 with a \$25 donation to benefit all seven employee-owned charities. To incentivize employees even more, we pledged an additional \$50 for each employee (up to the first 500 employees) who registered as a new VolunCheers Online user during the Holiday Giving Campaign.

Employees logged a remarkable 2,381 hours to support diverse causes and uplift their local communities, resulting in a \$59,525 donation with an additional \$6,250 for the 125 employees who registered as new VolunCheers Online users during the Holiday Giving Campaign, bringing the donation amount to \$65,775.

As a result of our campaign, each beneficiary received a \$9,396 donation on behalf of Southern Glazer's.

- [Feeding Fayetteville & NWA](#) - This nonprofit organization is owned by Alison Chambers, Sales Consultant, SGWS AR.
- [Bandits Breer Fastpitch](#) - This nonprofit organization is owned by Christopher Breer, Vice President of Operations, SGWS WA.
- [The Morgan Breanna Hicks Foundation](#) - This nonprofit organization is owned by Morgan Reveille, Sales Consultant, SGWS OH.
- [CURE GABA-A](#) - This nonprofit organization is owned by Megan Levitt, Director of Trade Development, SGWS WA.
- [Purple Playas Foundation](#) - This nonprofit organization is owned by Michael Lentini, Area Manager, SGWS FL.
- [Good Soles](#) - This nonprofit organization is owned by Craig Goosen, Executive Vice President and General Manager of AZ.
- [Pollinator Preservation Project](#) - This nonprofit organization is owned by Lee Zollinger, ETP Program Manager, SGWS TX.



65,775
Holiday Giving Donation

2,381
VolunCheer Hours

Blackbaud® Dallas Social Impact

We don't just promote giving at our own Company. As a leader, we share our knowledge and experience as widely as possible to help other organizations enhance their impact. The Southern Glazer's CSR team was honored to represent the Company at the Blackbaud® Corporate Social Impact Summit in Dallas, Texas. The summit brought together CSR, Environmental, Social, and Governance (ESG), and philanthropy professionals from across industries to explore the evolving role of corporate social impact in business today. Sessions focused on everything from employee engagement and community investment to data-driven storytelling and maximizing the value of giving programs. It was a unique space to learn, share, and connect with others deeply invested in purpose-driven work.

The Southern Glazer's team presented the Company's CSR programs during one of the breakout sessions called "Empowering Employees Through Meaningful Volunteer Recognition," which was attended by more than 70 participants. During the session, the team highlighted the strength and structure of our VolunCheers Ambassador Program, emphasizing how it empowers employees to lead volunteer efforts within their local markets. The team shared the comprehensive set of resources and toolkits—provided to each VolunCheers Ambassador—with session attendees, which included everything from onboarding materials to communication templates designed to set them up for success in their roles.

[View the SGWSGivesBack Post →](#)

The AlcoholEdu program launched in 2017 in South Florida. Southern Glazer's expanded support of the program to Texas in 2019, and then to New York in 2020. Since its start, the program has made a difference for:

331+

High Schools

54,222

High School Students

79,660+

Hours of Learning

Prevention of Underage Drinking

Southern Glazer's established the Youth Alcohol Awareness and Education Foundation, Inc., to fund programs that support alcohol safety and prevent underage drinking, including the AlcoholEdu for High School online curriculum. Program courses are available at no cost to all public and private high schools in Miami-Dade and Broward counties in Florida, as well as Dallas and Collin counties in Texas, and the Bronx, Kings, Nassau, New York, Queens, and Richmond counties in New York. The program, which is part of a multi-year commitment, was available in these three markets again for the 2024-2025 school year.

AlcoholEdu for High School, developed by [EverFi®](#), a company that delivers digital education on critical life skills, is a 90-minute interactive course designed for high school students. It includes science-based alcohol education, with engaging exercises that challenge perceptions and encourage positive behaviors. The courses are based on five pillars: Knowing the Basics, Knowing Your Influences, Brain and Body, Smart Decisions, and Future Ready. Its goal is to equip students with the knowledge and awareness to make responsible choices about alcohol.

The most recent 2024-2025 school year was a complete success, as students' assessment scores in the AlcoholEdu for High School program in Florida, Texas, and New York rose from 62% pre-lesson to 89% post-lesson, resulting in a 27% knowledge increase. Overall, 92% of students who took the course say that these educational sessions will help them make informed and thoughtful decisions for the future.

Education

Mentoring Young People

Southern Glazer's is proud to partner with [Junior Achievement of Greater Miami](#), an organization dedicated to giving young people the knowledge and skills they need to own their economic success, plan for their futures, and make smart academic and economic choices. During the spring and fall, Southern Glazer's sponsored and hosted a "JA Job Shadow," a comprehensive experience designed to help students design an individualized career path.

During the events, 30 students from J.C. Bermudez Doral and Miami Beach Senior High School participated in this program with an average of 10 instructional contact hours per student. The experience took place at our [SGWS Wynwood](#) facility, where students enjoyed a panel discussion with local hospitality leaders, presented their own concepts for pop-up restaurants, engaged in an exciting cooking demonstration, and received an informative presentation from our Early Careers Team.

Southern Glazer's is also proud to continue its commitment to the University of Florida (UF) Lastinger Center for Learning New Worlds Reading Initiative (NWRI), a program dedicated to improving literacy among Florida's students by providing families with the tools to read and grow at home. Since 2022, Southern Glazer's has made more than \$20,000,000 in contributions (with an additional \$12,000,000 in pledge commitments) to NWRI through a Florida state tax redirection program. Since the program's launch in 2021, more than 470,000 students and approximately 400,000 households have been served, and over 11 million books have been distributed. NWRI provides eligible students in VPK through 5th grade with one free book and reading activity per month during the year, for a total of nine books per year!

[View the 'Junior Achievement Spring' Video →](#)

[View the 'Junior Achievement Fall Video' →](#)

Supporting Secondary Education

Southern Glazer's continued its long-standing partnership with [Florida International University's \(FIU\) Chaplin School of Hospitality & Tourism Management](#) through various impactful programs in 2025. Southern Glazer's sponsored the [Food Network South Beach Wine & Food Festival presented by Capital One \(SOBEWFF®\)](#) for a 24th consecutive year. Each year, more than 1,500 FIU students gain real-world exposure by working alongside industry leaders at the Food Network SOBEWFF®, which has generated over \$45 million in scholarship support.

Beyond the Festival, SGWS strengthens academic programs, enhances classroom learning through thought leadership, distinguished lecture series, executive mentorship, and product donations, and fuels innovation through endowed funds such as the Harvey R. Chaplin Beverage Management Chair and the Bacardi Center of Excellence partnership. Reaching more than 7,000 individuals each year, SGWS's support influences every stage of the student journey—from classroom to career—helping nearly 500 new graduates enter the hospitality industry annually.

[View the 'Supporting Secondary Education' Video →](#)



“The most valuable part was the experience with learning from the three panelists, and them sharing their journey with all the opportunities and mistakes they encountered while working in the hospitality sector was incredibly insightful.”

– Student



Signature Charitable Events

For more than 40 years, Southern Glazer's has been a champion of the world's most iconic wine and food festivals. Through our ongoing support of these signature charitable events, we continue to uplift our communities by investing in local education, the arts, and hunger-relief programs – creating these celebratory moments as opportunities for positive, lasting impact.

The Food Network South Beach Wine & Food Festival Presented by Capital One

In 2025, Southern Glazer's celebrated its 24th consecutive year as the exclusive wine and spirits sponsor of the [Food Network South Beach Wine & Food Festival presented by Capital One \(SOBEWFF®\)](#). We collaborated with our world-class supplier partners to secure more than 10,000 cases of top wine and spirits brands for the Festival's 105+ curated events with 500 experts, all to benefit the [Chaplin School of Hospitality & Tourism Management at Florida International University \(FIU\)](#). Approximately 65,000 people attended the Festival, with 1,500 FIU students who helped produce the Festival. Scholarships are also funded by net proceeds from SOBEWFF® and awarded to standout students annually. To date, the Festival has raised more than \$45 million for the school.

[View the '2025 SOBEWFF® Recap' Video →](#)

The Food Network New York City Wine & Food Festival Presented by Invesco QQQ

Southern Glazer's is also honored to serve as the exclusive wine and spirits provider for NYC's premier wine and food festival, [The Food Network New York City Wine & Food Festival Presented by Capital One Invesco QQQ \(NYCWFF\)](#). In 2025, net proceeds from the Festival benefited the [Event Zero Foundation](#) (the event's host and beneficiary), which advocates sustainable event practices, and the [James Beard Foundation®](#), focused on building a vibrant, equitable, and environmentally resilient restaurant industry that remains a cornerstone of American culture, community, and the economy.

More than 35,000 guests attended the 17th annual NYCWFF in October. This year's Festival featured over 50 events showcasing the talents of the world's most renowned chefs, restaurants, creators, celebrities, wine and spirits producers, mixologists, and America's beloved television chefs in the historic Seaport neighborhood in downtown NYC. Since the start of the Festival, more than \$15 million has been raised for benefiting national and local organizations.

[View the '2025 NYCWFF Recap' Video →](#)

Chicago Gourmet

Southern Glazer's Wine & Spirits looks forward to the annual [Chicago Gourmet](#) festival every year as the event's presenting sponsor. Throughout the festive weekend, participating chefs and restaurants showcase special events highlighting Chicago's rich culinary diversity, creating unforgettable experiences for attendees as they unite with their favorite chefs and culinary fans to explore and discover exquisite bites and beverages. Chicago Gourmet benefits the [Illinois Restaurant Association Educational Foundation \(IRAEF\)](#), which offers life-changing opportunities for students and provides direction for potential culinary and hospitality career paths. The IRAEF scholarship initiative has provided more than \$3.5 million in scholarships to qualified students to date.

UNLVino Grand Tasting

[UNLVino](#) continues to bring together the best chefs, winemakers, brew masters, and distillers in the world. Presented by the world-class University of Nevada, Las Vegas (UNLV) - William F. Harrah College of Hospitality, the event is a scholarship fundraiser designed to indulge the Las Vegas community with unique flavors while creating new opportunities for the school's students – the future generations of culinary talent. Event goers can enjoy premier wine, craft spirits, and culinary delights from the city's popular restaurants and student chefs.

UNLVino celebrated its 50th Anniversary Grand Tasting event, featuring more than 80 beverage booths with options ranging from wines, spirits, sake, beer, and more, along with tasty bites for attendees. UNLV students showcased their skills and innovative creations throughout the event. In alignment with tradition and the event's mission, proceeds from ticket sales and the auction directly contributed to scholarships for the next generation of hospitality leaders.

Inspired by university alumni in 1974, millions of dollars have been raised to fund scholarships for the [UNLV William F. Harrah College of Hospitality](#) students. The festival is organized jointly by UNLV and Southern Glazer's Wine, Spirits & Beer of Nevada and remains the longest tradition at the University and one of the college's largest fundraisers.





CULTURE OF BELONGING

Creating a Culture of Belonging for Our Employees

C.H.E.E.R.S. Business Resource Groups Drive Organizational Change

Southern Glazer's C.H.E.E.R.S. (Connecting, Hard-Working, Empowering, Educating, Respecting, Serving) Business Resource Groups are open to all employees and operate locally, but connect with each other nationally. They provide a safe space for employees to discuss important issues, celebrate diverse perspectives, and advocate for ongoing improvements. Our C.H.E.E.R.S. Groups are part of what makes Southern Glazer's a great place to work.

EmpowHER

EmpowHER
LEADERSHIP PROGRAM

The Company celebrated the fifth year of its "EmpowHER" program, founded by Southern

Glazer's Jennifer Chaplin Tolkin, Executive Vice President, Managing Director, Campari. Designed for both women and men, EmpowHER develops leaders across the Company and empowers participants to lead authentically, build their brand, and inspire those around them. During 2025, EmpowHER welcomed four dynamic cohorts in Florida, Arizona, and Dallas with 113 participants from across the country. Over the course of two and a half immersive days, these leaders leaned into self-discovery, elevated their executive brand, and embraced the power of BOLD leadership. Through thought-provoking dialogue and collaborative challenges, they explored ways to drive change, share insights, and amplify their impact within Southern Glazer's and beyond. Southern Glazer's recognizes that empowered leaders are more innovative, collaborative, and motivated. Nearly 500 participants have graduated from the program since its inception in 2020.

CHEERS
TO AANHPI
ASIAN AMERICAN | NATIVE HAWAIIAN | PACIFIC ISLANDER

CHEERS 
TO All Abilities

 **CAREGIVERS C.A.N.**
Collaborate. Advocate. Navigate.

CHEERS
TO BLACK EXCELLENCE
NETWORKING | COMMUNITY | EDUCATION

CHEERS
TO DIVERSITY AT


CHEERS
I.M.P.A.C.T.
INFLUENCE • MOTIVATE • PROFESSIONALISM
ACCOUNTABILITY • CONNECT • TEAMWORK

CHEERS
TO LAS RAICES

CHEERS
TO OUR VETERANS

CHEERS
TO PRIDE

CHEERS
TO WOMEN IN WINE AND SPIRITS

well women
evolving
learning
leading
CHEERS

Women in Leadership Panel

Southern Glazer's hosted its fourth annual Women In Leadership (WIL) Panel in Miami, Florida, focusing on the powerful theme of "Women Leading with Resilience in the Face of Adversity." This was the first year the event was available for all employees to stream live, reinforcing the Company's commitment to belonging across the Company.

Moderated by Wayne E. Chaplin, President & Chief Executive Officer, and Jennifer Chaplin Tolkin, Executive Vice President, Managing Director, Campari, the panel featured Cindy Busi, Vice President, Beverage and Innovation, Darden; Kate Latts, Co-President, Heaven Hill; and Sally Grimes, Chief Executive Officer, Diageo North America.

Attendees gathered to focus on overcoming obstacles in the wine and spirits industry, creating success despite those obstacles, and uplifting women to help them achieve their full potential. The panel discussion topics included mentorship, bias, authenticity, creating a Culture of Belonging, and more.



WSWA Women in Leadership Executive Education Program

Southern Glazer's was pleased to acknowledge and congratulate this year's annual Wine & Spirits Wholesalers of America (WSWA) WIL Executive Education Program Class of 2025 graduates.

Fifteen women leaders from Southern Glazer's completed the intensive hybrid curriculum developed and taught by esteemed faculty from Columbia Business School (CBS). The program featured a dynamic virtual classroom experience and concluded with a two-day, in-person capstone session in our nation's capital.

Designed to accelerate the advancement of women in the wine and spirits industry, the WIL program equips participants to navigate complex business landscapes, leverage their strengths, and step into roles of greater influence and leadership.

The WIL curriculum was exclusively designed for WSWA by Professor Adam Galinsky, Paul Calello Professor of Leadership and Ethics and Vice Dean of Diversity, Equity, and Inclusion at CBS. He was joined by distinguished CBS professors Modupe Akinola, Barbara and David Zalaznick Professor of Business and Faculty Director of the Bernstein Center for Leadership and Ethics, and Sandra Matz, David W. Zalaznick Associate Professor of Business, bringing expertise in leadership ethics, innovation, negotiation, and inclusive culture development.

Since its inception, the Women in Leadership Executive Education Program has celebrated over 177 graduates, with more than 80% of alumnae reporting measurable career advancements and promotions post-completion.



“We believe that companies that invest in women leaders are more innovative, collaborative, and successful. We view representation not just as a goal, but as a responsibility.”

– Jennifer Chaplin Tolkin



Giving Our People a Voice: The Uncorked Survey

At Southern Glazer's, we believe listening is the foundation of a strong culture. Our Uncorked Annual Survey provides every employee with the opportunity to share open and honest feedback about their experiences and offer ideas for improvement.

In 2025, 76% of employees participated, demonstrating our team's commitment to helping shape the future of Southern Glazer's. Insights from the survey guide ongoing efforts to strengthen communication, enhance career development, and ensure every employee feels heard and valued.

Through Uncorked, we're living our HEART Values and continuing to Unleash the Good by building a culture where everyone belongs.

Fostering a Culture of Belonging in Our Communities

Thurgood Marshall College Fund Partnership

In 2020, Southern Glazer's signed a \$1 million agreement with the Thurgood Marshall College Fund (TMCf) – the pre-eminent national organization dedicated to promoting educational excellence among students attending Historically Black Colleges and Universities (HBCUs) and Predominantly Black Institutions (PBIs). The agreement established a partnership that gives Southern Glazer's access to TMCf's diverse talent pipeline, connects Southern Glazer's employees with HBCU students for mentoring and professional development, and provides student leaders with opportunities to pursue future careers with the Company.

Since then, Southern Glazer's has continued to engage with students in the organization through professional development and career opportunities. More than 2,000 student interactions have taken place, and of those, over 30 job offers and internships with Southern Glazer's have been extended. In addition, Southern Glazer's has hired TMCf scholars to participate in the NextGen Leadership Program, a two-year leadership program providing future leaders with broad experience through rotational assignments across multiple functions with Southern Glazer's. The Company has also impacted thousands of students by hosting more than 10 workshops spanning a variety of topics, including Personal Operating Guidelines, Lean Six Sigma, Leadership Brand, and Building Your Board of Directors.

We look forward to continuing our commitment to this partnership and fulfilling our mission of cultivating a diverse employee talent base to support our Company's growth.

[View the 'Thurgood Marshall College Fund Partnership Highlights' Video →](#)

Creating a Culture of Belonging With Our Partners

Vendor Inclusion Program

Southern Glazer's Vendor Inclusion Program (VIP) is in its third year since being introduced as a corporate initiative. VIP's mission is to create an inclusive and sustainable vendor base that reflects the diversity of our marketplace, strengthens our communities, and creates lasting value for Southern Glazer's and our partners. VIP ensures all qualifying businesses, including those that identify as diverse, have an opportunity to engage in our sourcing and procurement activities.

Training, Development, & Workplace Culture

Exceptional Leaders Program

The Exceptional Leaders Program (ELP) is Southern Glazer's flagship leadership development program designed to prepare, train, and educate the Company's future leaders for success and growth within the organization. ELP delivers a multifaceted curriculum, featuring executive-level education from Florida International University, the University of North Carolina, and the University of Texas at Austin. Additionally, the cohort collaborates on Southern Glazer's strategic projects, networks with senior executives, and amplifies their self-awareness through leadership assessments, mentoring, and coaching.

The four-month-long ELP selection process requires applicants to submit written essays, build and present a strategic presentation, and participate in panel interviews. The selected finalists presented their strategies and interviewed with Southern Glazer's senior executives. The 2025 ELP cohort consists of 23 members who were selected from across the enterprise.





NextGen Leadership Program

NextGen is a strategic initiative designed to appeal to recent college graduates and develop them into future leaders at Southern Glazer's. The Talent Management Team collaborates with the Early Careers Team, offering participants rotational assignments, continuous training, leadership development, mentoring, and networking to meet business needs. This accelerated training aims to cultivate and retain high-potential individuals. This program is one example of Southern Glazer's commitment to investing in the next generation of leaders. The first graduating class completed the two-year program in August, and all associates in the group secured new roles within the company, showcasing the effectiveness of the program in developing and advancing our talent.

A Toast to Our Employees

Toast is the Company's employee recognition program, and one of the meaningful ways Southern Glazer's expresses its gratitude for all the hard work and commitment employees bring to the workplace every day.



The Toast program includes a "Years of Service" award experience to celebrate employee milestone anniversaries beginning with the first year, then the fifth, and every five years up to 50 years of service. Managers and colleagues are prompted via email notification prior to their team member's anniversary date to add a personal message to the recipient's anniversary award. Once the anniversary date arrives, the recipient receives an email notification linking to their award, where they can view all congratulatory messages through the Toast website.

In addition to receiving personal sentiments, employees who reach their five-year anniversary milestone (and beyond) have the opportunity to select a gift from a curated assortment of merchandise, which is customized by years of service completed. This program is truly Southern Glazer's special toast to its employees!

COMPLIANCE & ETHICS

Committed to Our Employees

At Southern Glazer's, success isn't just about results—it's about winning the right way, every day. Guided by our HEART Values, we're committed to upholding the highest standards of integrity, responsibility, and accountability in everything we do.

Our Compliance & Ethics Program serves as the foundation for this commitment. Led by our world-class Compliance & Ethics Team, the program is built on key principles of transparency, fairness, and ethical decision-making. It helps ensure that our actions reflect our values, protect our people, and safeguard our reputation across every aspect of our business.

The program's structure includes core elements such as leadership and tone at the top, training and awareness, risk assessment, policy standards, internal controls, and continuous monitoring. Together, these building blocks create a strong and sustainable framework that enables our teams to navigate complex regulations with confidence and integrity.

To make compliance resources more accessible, our Compliance Distilled digital hub provides employees with on-demand access to policies, training tools, and state-by-state guidance—helping every team member stay informed and empowered to make ethical decisions.

Please explore the full Compliance & Ethics Program—including detailed program overviews, key resources, and leadership insights—by viewing or downloading the complete [Compliance & Ethics Program PDF](#).

At Southern Glazer's, doing the right thing isn't just part of how we work—it's who we are.

Southern Glazer's has high expectations of our suppliers and vendors and is committed to ethical business practices, acting in accordance with all applicable laws, and supporting the long-term sustainability of the environment and the communities we serve. In furtherance of this, Southern Glazer's has issued its [Supplier Expectations](#) applicable to companies providing goods for resale and our [Vendor Expectations](#) applicable to companies providing services to Southern Glazer's.

Read the recent article in Today's General Counsel featuring a discussion from Alan Greenspan, Executive Vice President, Chief Legal and Compliance Officer, and Matthew Carter, Senior Vice President, Compliance & Ethics, on our world-class Legal and Compliance functions.

[View the Article →](#)

ENVIRONMENTAL, HEALTH, & SAFETY

Excellence in Health & Safety

At Southern Glazer's, health and safety are more than a priority—they're at the core of our values. We're committed to upholding the highest standards in health and safety across our operations by strategic investments in innovative tools, impactful initiatives, and long-term infrastructure improvements. Our commitment extends beyond compliance; it's about fostering a culture of well-being that empowers our people and strengthens our business for the future.

Compliance Assurance Program

In 2025, Southern Glazer’s Compliance Assurance Program (“CAP Audits”) continues to play a strategic role in shaping how we operate—prioritizing transparency and accountability in health and safety. Through rigorous, comprehensive audits across our worksites, we not only validate compliance with federal, state, and local regulations but also proactively identify opportunities to improve, enhance our practices, and elevate our standards. Since resuming audits for the third consecutive year, we’ve strengthened our ability to anticipate risks, reinforced our infrastructure, and empowered our teams with the insights and tools needed to maintain safe, resilient environments.

“CAP audits are a powerful way we embed Environmental Health and Safety (EHS) governance into our daily operations. They demonstrate that safety is more than a requirement—it is our HEART Values in action and a key factor in setting us apart as best in class,” said Kay Yoder, SVP, EHS, Risk Management, Business Continuity, & Sustainability.

2025 Compliance Assurance Programs:

- 01 Air Quality Programs

02 Contractor Safety

03 Dock Safety

04 Electrical Safety Work Practices/70E

05 Lockout/Tagout

06 Ergonomics & Remote Work Set Up

07 Fall Protection Safety

08 Food Safety

09 Hazard Communication

10 Hearing Conversation

11 Hot Work Safety

12 Incident Management

13 Injury & Illness Prevention Program (I2P2)
- 14 Injury Resonse (First Aid, CPR, AED, & BBP)

15 Job Safety Analysis & Personal Protective Equipment

16 Machine Guarding & Conveyor Safety

17 Equipment & Material Handling

18 Powered Industrial Vehicles

19 Walking & Working Surfaces

20 Spill Prevention, Control, & Countermeasure (SPCC)

21 Emergency Management Plan

22 Above Ground Tank/Underground Storage Tank (AST/UST)

23 Hazardous Materials & Universal Waste

24 Stormwater Management

Organic Certification

Organic products entering the U.S. must be accompanied by National Organic Import Certificates, which are essential for preserving the integrity of the organic supply chain, maintaining consumer trust, and ensuring compliance with U.S. Department of Agriculture (USDA) regulations. Certification is

a rigorous process that confirms operations meet the standards of the USDA Organic Seal and the expectations of a growing organic market. To maintain certification, operations must submit annual updates to their Organic System Plan (OSP) and undergo periodic inspections by USDA-accredited certifiers.

Last year, Southern Glazer’s developed a comprehensive OSP to align with USDA requirements and pursued designation as an approved importer of record for organic-certified products across 23 distribution centers. This year, we have continued to advance our organic certification efforts, demonstrating our full commitment to achieving and maintaining certification standards that meet the expectations of both our suppliers and customers.

In 2025, the USDA approved 1 of 1 new application and re-certified all 23 previously certified locations.

Organic Certification: Inspections*

RECERTIFICATION	Baltimore, MD
Papillon, NE	Indianapolis, IN
Lakeland, FL	Columbia, SC
Dallas, TX	Phoenix, AZ
Edwardsville, KS	Albuquerque, NM
New Castle, DE	Puyallup, WA
Union City, CA	Miami, FL
Cerritos, CA	Louisville, KY
Katy, TX	Aurora, CO
Las Vegas, NV	Honolulu, HI
Syracuse, NY	Syasset, NY
Tulsa, OK	NEW
Bolingbrook, IL	Shakopee, MN

Health Clinics & Certified Athletic Trainers

Southern Glazer’s remains committed to the health and wellness of our workforce through strategic investments in operational full-service clinics, in partnership with Concentra. This year, we proudly opened our fourth clinic in Fort Worth, Texas, expanding convenient access to highly credentialed medical professionals who provide personalized,

*Note: The USDA does not approve or certify entities; instead, it relies on accredited third-party auditing companies such as QAI or EcoCert. Southern Glazer’s partners with QAI, an accredited certification body that verifies the organic integrity of products from farm to fork, ensuring compliance with strict national and international organic standards.

high-quality care to our team members and their dependents. Services range from occupational and urgent care to primary care and wellness services—helping them perform at their best. New clinics in Las Vegas, Nevada, and Miramar, Florida, are expected to open by 2026, further extending our reach and commitment to accessible, quality care.

In addition to our clinics, we have certified athletic trainers on staff in several locations who lead proactive health initiatives, including ergonomic risk assessments, injury prevention programs, therapeutic massage, and rehabilitation services. Starting in 2025, our certified athletic trainers have also been leveraged as in-house providers of safe lifting and stretching training for our commercial and warehouse teams. They consistently deliver best practices, coined “Back to Basics,” across locations to reduce and prevent musculoskeletal injuries, contributing to safer and more resilient operations across the organization.

[View the 'Concentra Health Clinic' Video →](#)

Wearable Technology

Throughout 2025, Southern Glazer’s was at the forefront of workplace safety and operational efficiency innovation through our pilot of Verve Motion’s SafeLift™ exosuits across multiple markets. The SafeLift™ exosuit is a lightweight, backpack-style device that reduces up to 40% of strain on the lower back during lifting tasks. Equipped with advanced analytics and real-time movement sensors, the exosuits help detect unsafe postures and lifting techniques, enabling leaders to provide targeted feedback and corrective actions. This proactive approach has shown promising results in reducing musculoskeletal injuries and sprains, improving productivity, and supporting workforce retention. By integrating smart, responsive technology into our operations, we’re not only safeguarding our team members but also redefining the future of work in our industry.

[View the 'Verve Motion Case Study' Video →](#)

Warehouse & Driver Recognition Programs

At Southern Glazer’s Wine & Spirits, recognizing and appreciating the hard work of our employees is a cornerstone of our Company culture. Each year, the Company dedicates special weeks to honor our warehouse employees and drivers, fostering a sense of camaraderie and teamwork that extends beyond the workplace.

Warehouse Appreciation Week takes place during the second week of August, while Driver Appreciation Week is celebrated during the second week of September, coinciding with National Driver Appreciation Week. These events honor the dedication and hard work of our driver and warehouse associates—the backbone of our operations. Each site hosts various family-friendly activities featuring special lunches, raffles, custom-designed apparel, and recognition ceremonies to demonstrate how much Company leaders and colleagues value their commitment to safety and operational excellence.

[View the 2025 Press Release →](#)



Elite Safe Driver Recognition Program

Our Elite Safe Driver Recognition Program recognizes exceptional safe driving performance of our Commercial Driver License (CDL) drivers. This program is built on two key elements:

1. Defensive Driving—the ability to avoid preventable collisions despite the wrong actions of other drivers and adverse driving conditions.
2. Compliance—the ability to avoid behaviors that may lead to violations of the U.S. Department of Transportation (DOT)'s Compliance, Safety, Accountability (CSA) program.

Eligibility is limited to CDL drivers who regularly operate vehicles for which Southern Glazer's maintains an active Driver Qualification (DQ) file in JJ Keller. After five consecutive years of safe driving without a preventable collision, a CDL driver is awarded a gold ring featuring a black onyx center. For each additional year of safe driving, a diamond is added to the ring, up to a maximum of 12 diamonds. Additional rewards may include lapel pins, celebratory dinner events, and monetary bonuses.

Since 2013, Southern Glazer's has honored more than 1,400 elite safe drivers, presenting each with diamonds in recognition of their commitment to the highest standards of safety, skill, and professionalism on the road. To date, more than 5,000 diamonds have been awarded, reinforcing our culture of fleet safety excellence.

Check out some of our top safety drivers who've achieved key safety milestones in 2025!

DENNIS BIVIT

Kahului, HI
22 Years of Service



Dennis brings energy and dedication to every route he drives across Maui. He's known for supporting warehouse operations and maintaining stellar attendance. Dennis has also won the State Tractor Truckers Competition several times, underscoring his expertise and commitment to safety.

LESLIE ISHIKAWA

Kawaihae, HI
25 Years of Service



Leslie, or "Les," is a seasoned driver who builds strong relationships with customers and team members alike. His punctuality, communication, and flexibility make him a valued team player. Les once earned third place in the National Truckers Competition in Florida, a remarkable achievement that reflects his long-standing excellence.

"JAY" JONES

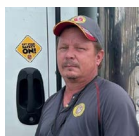
Katy, TX
29 Years of Service



Jay doesn't just drive trucks—he drives change, sets standards, and inspires everyone around him. His driving record is spotless, and his attention to detail is unmatched. He follows every protocol with precision and never hesitates to report potential hazards. Jay's proactive approach doesn't just protect him—it creates a ripple effect of safety throughout our operations. Whether he's speaking with clients, dispatchers, or fellow drivers, Jay brings calm, courtesy, and professionalism to every interaction.

GARY STANLEY

Columbia, SC
21 Years of Service



Known for his versatility, Gary can navigate any routes across South Carolina with ease and precision. He has earned a full Elite Driver Safety Ring and has been honored as Driver of the Month three times. Customers and commercial team members alike speak highly of his professionalism, calm demeanor, and willingness to go the extra mile. Whether it's a last-minute request or a challenging delivery, Gary handles it with grace and dependability. He's not just a driver—he's a trusted partner, a mentor to new team members, and a shining example of what it means to lead by doing.

LEONARD CASE

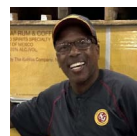
Kawaihae, HI
23 Years of Service



Known for his diligence and willingness to assist wherever needed, Leonard demonstrates his passion for the environment and takes the initiative to dispose of broken pallets at the county green waste center, directly contributing to elevating sustainability for Southern Glazer's and the state of Hawaii. His skill in operating both straight trucks and tractors have earned him first place in the Hawaii State Trucker's Competition (Class A division) multiple times. The competition is designed to recognize and celebrate safe, skilled, and professional truck drivers across Hawaii and drivers must be accident-free at least one year to be eligible.

RONDY WILLIAMS

Chicago, IL
32 Years of Service



Rondy has exemplified what it means to be a driver with heart, grit, and unwavering commitment. Rondy earned his Elite Driver status navigating the demanding streets of downtown Chicago, where he also filled his ring, an achievement that marks the highest level of dedication in our driver community. Rondy's 32-year journey is more than a career—it's a legacy. He continues to inspire drivers across the nation, reminding us all what it means to live our values and lead by example. Rondy isn't just a driver, he's a mentor, a role model, and a friend to many. His dedication has shaped the culture of our Illinois team.

VANESSA VILLON

Kapolei, HI
9 Years of Service



Vanessa consistently exemplifies resilience, professionalism, and teamwork. Her positive attitude and perfect attendance record make her a reliable presence both on the road and in the workplace. In 2023, Vanessa demonstrated exceptional situational awareness and quick thinking when she successfully avoided a head-on collision, safeguarding herself, others, and the company's assets. Her actions were a direct reflection of her experience and the defensive driving training provided by SGWS. Vanessa's longevity in a primarily male-dominated field, her courage, and her composure under pressure are testaments to her dedication and skill.

Special Safety Recognition

Southern Glazer's was honored earlier this year with the 2025 Cintas Health & Safety Award. This prestigious recognition is presented to organizations that demonstrate exceptional leadership, innovation, and measurable results in workplace health and safety.

Receiving this distinction validates our investment and highlights the effectiveness and impact of our ongoing efforts to create a safer workplace, from proactive risk management and employee training to continuous improvement in our safety programs. It reflects the dedication of our teams across the organization, who prioritize the well-being of our people every day. It also affirms our position as a leader in health and safety and strengthens our resolve to continue raising the bar.

As we move into 2026 and beyond, let's continue driving meaningful change together and protecting what matters most—our people.

[Learn more](#) about this prestigious award and our partnership with Cintas, highlighting how we collaborate to uphold the highest standards of safety in our workplace every day. [Cintas](#) is dedicated to helping businesses achieve their best daily by providing workwear and apparel, facilities, first aid and safety, fire protection, and beyond.

Excellence in Environmental Sustainability

Strategic Pillars

To reduce our organization's environmental impact, we continue to focus on areas where we can make the most immediate difference—energy/climate, waste, and water—within our facility and fleet operations. This emphasis is part of our ongoing pursuit of best-in-class, sustainable business practices.

Sustainable Logistics & Facilities

As part of Southern Glazer's 10-year Supply Chain Transformation, logistics and operations teams are investing in new facilities, routing, and forecasting technologies, leveraging artificial intelligence and automation, and launching new innovative solutions for customers. Improving freight efficiencies is part of this transformation, and 2025 saw a continued shift from truck to rail transport, which brought significant emissions reduction.

Driver behavioral change is another key decarbonization lever for our fleet operations, specifically vehicle idle time reduction. Southern Glazer's set a goal to track and reduce idle time 5% year over year starting in 2022 for a substantial 25% reduction by 2027, which represents an important contribution to lessening our Greenhouse Gas (GHG) footprint. Through Q3 of 2025, we have successfully achieved an almost 16% reduction in idle time.

Continued advancements in route optimization are another tangible sustainability benefit that our supply chain strategy is delivering. There is early mounting evidence that these efforts are driving meaningful reductions in the GHG intensity of our fleet operations.

Since installation and commissioning, prior LED upgrades at six strategic facility locations have delivered over \$2,045,000 in savings, eliminated over 17 million Kilowatt-hour (kWh) of electricity consumption, and removed over 8,200 tons of CO₂ from our overall emissions footprint.

Southern Glazer's is investing in and progressing on the journey to upgrade the infrastructure of our offices, warehouses, and distribution centers to become more energy-efficient. Facilities have continued integrating best practices in construction, operations, and maintenance at strategic building sites, such as LED lighting upgrades in Albuquerque, New Mexico, and Kapolei, Hawaii, as well as HVAC upgrades in Columbia, South Carolina, Fort Worth, Texas, Las Vegas, Nevada, and Geismar, Louisiana.

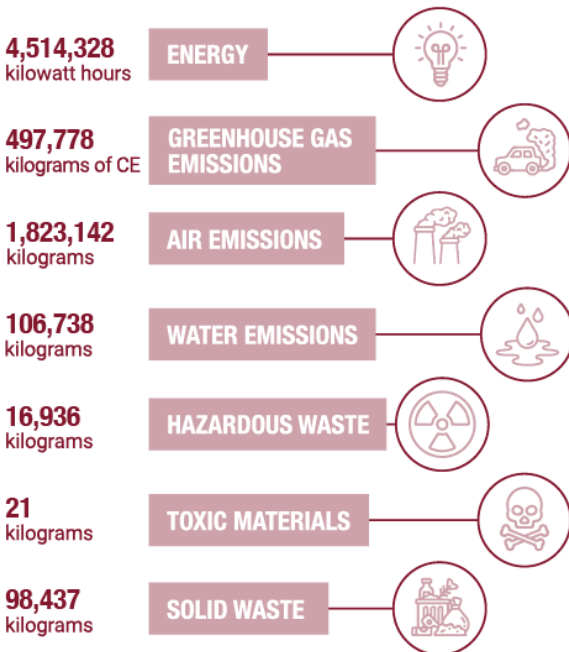
LED upgrades at the New Mexico and Hawaii facilities will yield annual cumulative savings of nearly \$200,000, eliminate over 910,000 kWh of electricity usage, and remove 435 tons of CO₂ from our emissions profile.

Electronics Recycling

Since 2020, Southern Glazer's has operated a National Device Recycling program, managed through our Enterprise Technology Partners. This IT Asset Management Program creates value capture and efficiency for our business operations while also ensuring respect for our environment and protection for our Company data. Year-to-date (YTD), we have collected almost 53,000 pounds of assets for recycling. These efforts have resulted in over \$460,000 in equivalent resources saved. This is equivalent to avoiding greenhouse gas emissions from driving 4,523,997 miles in a typical passenger vehicle or charging over 143,625,373 smartphones.

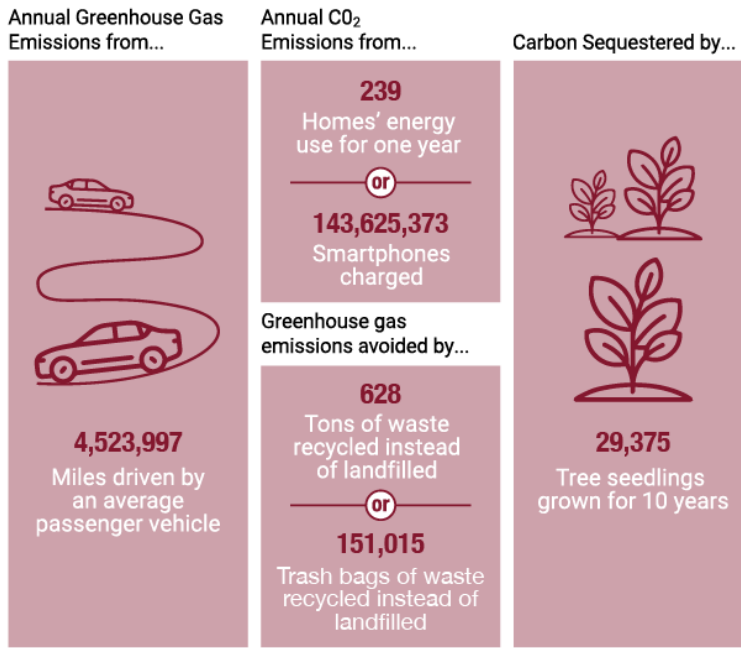
YTD 2025 ELECTRONICS REUSE AND RECYCLING BENEFITS

Resources Saved/Emissions Prevented



Resource Savings Equivalents

Total Carbon Dioxide Equivalent savings for Reuse and Recycling equates to:



Green Teams, Employee Engagement, & Related Collaboration

Southern Glazer's Green Teams are employee-led groups that activate environmental sustainability initiatives on a local level. Our Green Teams continue to make remarkable contributions towards a more sustainable and purposeful Southern Glazer's. Since its inception in 2022, Southern Glazer's now has 44 active Green Teams across the U.S. While their focus is largely centered around a variety of single-stream recycling and material recovery efforts for pallets, cardboard, and paper, teams have made additional strides in other innovative projects such as LED lighting upgrades, clothing donations, and book drives.

The Green Teams have also forged partnerships with various organizations to elevate sustainability efforts. The Southeast Florida Green Team worked with the City of Fort Lauderdale and the nonprofit organization Sea Turtle Oversight Protection (STOP) to execute a beach cleanup and support animal conservation efforts in Southeast Florida. The Kentucky Green Team worked with USDA Forest Service to increase large-scale tree planting and preservation efforts at the George Washington and Jefferson National Forests in Shepherdsville, Kentucky.

Collective initiatives resulted in the planting or donation of 702 trees, which represents a 110% increase compared to 2024. Thirteen Company divisions hosted Earth Day activities that contributed to this increase in trees planted, as well as Southern Glazer's continued work with our partners and suppliers. For context, a mature tree will absorb more than 48 pounds of carbon dioxide from the atmosphere in one year, making tree planting a crucial strategy to combat climate change. Together, our efforts resulted in reducing approximately 34,000 pounds of GHG emissions this year.

[View the 'Florida Green Team Beach Cleanup Activity' Video →](#)

Sustainability Innovation

Southern Glazer's remains engaged in innovative opportunities to drive positive change and support our industry's sustainability efforts. Southern Glazer's, alongside Amorim, Bluewell, and Rockwell Group, is a founding partner of The Cork Collective, a nonprofit championing cork as a fully reusable yet often overlooked sustainable material. The organization repurposes used wine and spirits corks into eco-friendly products that support communities and sustainability.

With nearly 2.9 billion corks discarded annually in the U.S. and less than 1% recycled, Cork Collective is building a circular system to reuse cork and reduce waste. Reclaimed corks are transformed into playground surfaces, leveraging cork's ability to sequester CO₂ for decades.

The New York City Collection Program engages over 100 restaurants, bars, and liquor stores, with custom bins in Manhattan and Brooklyn, and eQuad electric vehicles used for low-emission pickups. Recycled cork benefits local families through neighborhood playground projects.

Cork Collective is expanding nationwide and globally, raising awareness of cork's environmental value and highlighting the connection between design and hospitality. New partnerships with U.S. wineries are part of the growing collection initiative.

Southern Glazer's is also working with ecoSPIRITS, a company that has developed the world's first closed-loop packaging system for premium spirits and wine. Their patent-pending system nearly eliminates all packaging waste in the supply chain, reduces cost, and provides a transformative carbon footprint reduction across the value chain.

Together with their partners, they are eliminating thousands of tons of single-use glass waste and inspiring others to lead change. Southern Glazer's is actively working to introduce and pilot ecoSPIRITS with interested suppliers.

According to Deloitte Sustainability Advisors and Circulor, ecoSPIRITS can deliver a 60-90% reduction in the carbon emissions footprint of spirits and wine packaging, distribution, and consumption, and represents a globally scalable solution to the single-use waste crisis.

Excellence in Business Continuity & Emergency Management

Southern Glazer's is committed to expanding our business continuity and emergency management programs— which are critical to our organizational resiliency and excellence. We effectively mitigate any occurrence that could jeopardize the health and safety of employees, harm the Company's reputation, or cause revenue losses, distribution failure, or supply chain disruption.

Joint Response Operations Center

In 2023, Southern Glazer's unveiled the Joint Response Operations Center (JROC) as its new state-of-the-art incident command center, located near the Company's headquarters in South Florida. The JROC is where situational intelligence is gathered, impact assessments are performed, response plans are developed, support resources are coordinated, and executive decisions are made to manage any type of business interruption impacting the organization. On an average day, the JROC will receive over 300 situational alerts, each of which are assessed for their impact on the business.

The operational infrastructure of our command center represents the best-in-class technology available today, including weather monitors, incident management, mass communications, and situational intelligence platforms, all of which utilize advanced artificial intelligence (AI) enabling us to adopt a proactive and comprehensive approach to risk management. Its extensive capabilities connect us to our facilities, vehicles, information technology infrastructures, supply chains, and people nationwide in real-time, allowing our organization to quickly respond to potential business threats, effectively maintain essential functions, and safely resume normal operations.

Emergency Management

As a proactive approach to emergency management, the Company has continued maturing its emergency preparedness capabilities by providing employees and management teams with more training and exercise opportunities throughout 2025. Southern Glazer's has completed more than 650 emergency drills and is on pace to exceed 2024 totals, which include evacuation and fire drills, lockdowns, shelter-in-place, equipment shutdowns, medical emergencies, active assailant, and Company Alert Network (CAN) testing.





CONNECT WITH SOUTHERN GLAZER'S WINE & SPIRITS

For more information, contact the Southern Glazer's Communications & Corporate Social Responsibility team at VolunCheers@sgws.com.

Connect with us across each of our social media platforms for the latest on Company news and activities. Include **#SGWSGivesBack** to showcase your local VolunCheers philanthropic activities to our team members and industry partners.

