



BENEFIT CORPORATION

Annual Report 2022





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Allagash.com
@allagashbrewing

A NOTE FROM ROB

This past year, our biggest accomplishments have been supported by a foundation of hard work by everyone inside our company. Meaning, this year's good news has been years in the making.

Back in 2016, we made a pledge to brew with more Maine-grown grain. And I'm proud to say that our usage has increased over 2,400% from the time we made that pledge, from ~60,000 lbs per year in 2016 to ~1.5 million lbs in 2022.

We're also making use of meaningful relationships we've built over the years. With our friends at **Crowns & Hops** brewing in Los Angeles, we brewed a collaboration beer that supports racial equity in the craft brewing industry. With our friends at **In Her Presence**, a Portland-area nonprofit organization, we're building long-term goals to improve the livelihoods of recent immigrants to the state of Maine from Africa and the Middle East. That's just two of a long list of partners I couldn't be more proud to work with.

And our employees are also feeling invigorated. Thanks to our consistent dedication to making everyone here feel valued and listened to, they've voted us one of Maine's best places to work for the ninth time. And this year, our score landed us the #3 spot in Maine businesses of our size—our highest-ever position.

That result is the outcome of continuous improvement to our benefits, workplace culture, and vision for our business as more than just a place to work, but a welcoming and supportive community.

There's so much more I could talk about: the company-wide effort that led to the creation of our first year-round IPA; opening an experiential beer-tasting experience called The Cellars at Allagash; and announcing our plans to build a new tasting room in Scarborough in 2024—to name a few. If you'd like to learn more about any of those initiatives, you can find them on our website at www.allagash.com.

As always, I'll close by saying thank you to *you*, our friends, fans, and partners. Without your support we wouldn't be able to undertake the inspiring and invigorating projects that keep us all excited to come to work.

Sincerely,

Rob Tod

Founder & Brewer

Allagash Brewing Company





WE'RE GOOD TOGETHER

Positive change takes teamwork. It's why we donate 1% of our revenue and collaborate with local partners, friends, and nonprofits to multiply our efforts. So any time you enjoy our beer, you're helping to make our community a more sustainable, inclusive, and vibrant place.

ADDRESSING RACIAL EQUITY IN CRAFT BEER

We recently completed a collaboration beer with Crowns & Hops in Los Angeles. The beer we created together is called Cur-8—it’s a blend of Crowns & Hops 8 Trill Pils, and our Curieux. The inspiring part about this partnership is that the proceeds from the sale of the beer will go toward the 8 Trill Initiative to help increase racial equity in craft beer.

We released the beer in 4-packs of 16 oz. cans across our distribution footprint. Our intention is to use it as a springboard to find effective ways to support Black entrepreneurs in craft beer—as well as to inspire other breweries to to actively work toward racial equity in their community.



GOVERNANCE

One of our strengths as a company is our willingness to engage in conversation with, and listen to, our employees. Across any job, and any level of seniority, our employees are encouraged to share their perspective to help us grow. Time and time again, this has led to increasing our efficiency, reducing our carbon footprint, and operating in a safer manner. In addition, we try to keep all of our employees as informed as possible when it comes to strategic decisions, so that, using all of our knowledge and experience, we can keep making our company a better place. Then, when we do well, we share the profits back with every employee annually with a profit sharing program.

48
NEWSFLASHES

Nearly every single week, we send out the Newsflash, an update on what’s happening in all departments in the organization.

3
COMPANY
MEETINGS

Over the course of the year we paused regular operations to hold 3 All-Staff meetings, updating everyone on the state of the brewery, future strategy and plans.

14
TRAININGS

We held 14 different staff trainings focused on equipping our team to engage in effective conversations around difficult subjects, including Crucial Conversations, Implicit Bias, Cross Cultural Dialog, Healthy Alcohol Habits, Myers-Briggs Personality Types, Active Bystander, and Empowerment Self Defense.



EMPLOYEES

We understand that our company wouldn't be what it is today without the talented people who work here. We are committed to providing meaningful benefits for all of our part- and full-time employees including: strong wages at or above the minimum living wage for the area, guided by the MIT Living Wage calculator; 401k matching; generous paid time off; parental leave; up to \$5,250 per employee, per year to use on educational opportunities; fully covered health benefits including mental health care through our partnership with Wellspace; profit sharing for every employee; an onsite gym, and a robust suite of perks and activities to engage in.

16
SABBATICALS

This past year alone, sixteen employees took a month-long sabbatical, available to anyone who has been with the company for 10 years and at each 5-year increment thereafter.

98
PILOT BEERS

We brewed just under one hundred beers this past year on our pilot system from suggestions that can come from any employee in our company

24
EMPLOYEES

Twenty-four employees joined Rob, our founder, and Jason, our Brewmaster, on a week-long trip to Belgium, available to employees after celebrating 5 years with Allagash.

998
HOURS

Our 145-person team put in nearly one thousand hours of (fully paid!) volunteer work over the course of 2022, impacting the communities where we collectively live and work, from Maine to California.

312
CHATS

Our employees took part in 312 Get to Know a Coworker meetings, in which employees choose to be randomly paired up with a fellow "Allagashian", for a half-hour chat once per month.



COMMUNITY

We're proud to say "we're good together." To us, this means that not only are we able to do more by working together, but that, at Allagash, we enjoy the process of getting to know and learning from members of our community. Sharing our passion and knowledge, learning from our partners, and going beyond monetary donations to address some of the most pressing issues in our community are examples of some of the most fulfilling work we do.

\$500,000
GIVEN

This number represents the total amount, including tasting room donations, that we donated to our community this past year.

2
INTERNS

We welcomed our second round of paid interns to our tasting room, a program that we developed in 2021 in collaboration with In Her Presence.

313
SCHOLARSHIPS

Since we began offering them in 2007, we've provided over 313 pediatric nursing scholarships for nurses at Barbara Bush Children's Hospital looking to continue their education, a total of over \$325,000.

20,000
POUNDS

We supported the processing and distribution of more than 20,000 pounds of fresh food and staples to families with children in Greater Portland through our work with The Locker Project.

250
FAMILIES

We were able to help support over 250 families in need of food assistance through our work with Falmouth Food Pantry.

COUNTLESS
STARS

More stars than we can count are visible in the night sky in the 100-Mile Wilderness, an International Dark Sky Park owned by our nonprofit partners at the Appalachian Mountain Club.

ENVIRONMENT

We rely on our environment for the ingredients in our beer, the future of our livelihood, and the quality of life on our planet. Needless to say, we take the importance of environmental stewardship seriously. And we’re constantly working to lessen the impact of our brewing operation. Here are just a few of the ways that we’re working to always brew more efficiently and responsibly.



99.8%
SIDESTREAMED

Thanks to recycling, side streaming, composting, and waste reduction programs, we’re able to divert 99.8% of our brewery waste from the landfill.

178
SAMPLES

During the “Nitrogen Nab” organized by Friends of Casco Bay, our nonprofit partner, 178 samples were collected on August 7, 2022 by 165 volunteers.

3.1
GALLONS

We use 3.1 gallons of water per gallon of beer produced, which is half of the industry average—and is down from our previous low of 3.8 gallons.

94,000
POUNDS

Our Recycling Co-Op collects hard-to-recycle brewing-specific items like grain bags, PakTech carriers, shrink wrap, caps, corks, and cardboard. All totaled, with the help of the 20 other businesses that participate, we were able to recycle 47 tons of what would have otherwise been waste. A highlight of the program is the plastic waste which becomes decking and Adirondack chairs through a purchasing program with Trex.

1,505,188
POUNDS

This year, we brewed with over 1.5 million lbs of Maine-grown grain, something that has taken years of collaboration and planning to achieve!



WHAT'S NEXT?

A lot, it turns out. Our upcoming tasting room in Scarborough is a particularly exciting project. It's going to provide us with a the multitude of new ways to share our beer, and our values, with guests both local and from afar. We've redoubled our efforts internally to look at all of our sources of energy, and ways that we can work to minimize them. And we're pushing internal innovation further than ever before, as we plan to share some truly delicious beers in 2023 and beyond. Our work with nonprofit partners is continuing and expanding into some inspiring plans around our home of Portland, Maine. We're excited for the future, and can't wait to continue sharing it with you

Sincerely,
Your friends at Allagash

CONTACT US

If you have any questions about how we do business, or would like to help us become a better company, please contact us using the info below. And please stop in and see us some time if you are nearby!

Email: Info@allagash.com



**FROM
MAINE,
WITH
LOVE.®**