

WHITE	BELGIAN WITBIER	5.2%	16oz - 7.50	COOLSHIP RESURGAM	FERMENTED ALE AGED IN OAK BARRELS	6.5%	12oz 8.00	FROM MAINE WITH LOVE
TRIPLE	BELGIAN STYLE GOLDEN ALE	9%	8oz - 5.00 12oz - 6.50	WILDLIFE REPORT	FARMHOUSE STYLE ALE BIER de GARDE	8.0%	8oz - 5.00 12oz - 6.50	FROM MAINE WITH LOVE
CUR-8	A-BLEND OF 8 TRILL PILS & CURIEUX	6.5%	12oz - 6.50 16oz - 8.00	HOP REACH IPA		6.8%	12oz - 6.50 16oz - 8.00	HOUSE
SAISON	BELGIAN FARMHOUSE STYLE ALE	6.1%	12oz - 6.50 16oz - 7.50	#24 BELGIAN DARK ALE		5.7%	12oz - 6.50 16oz - 8.00	HONEYBERRY



# BENEFIT CORPORATION

Annual Report 2023





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Allagash.com  
@allagashbrewing



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## A NOTE FROM ROB

The most important number of this past year was 20.2.

Doesn't seem like a big number, but it really is. After filling out a fifty-plus page assessment that delved into every facet of our operation, 20.2 is the number of points our B Impact score increased. This assessment happens once every three years, and is necessary for us to keep our B Corp designation. And that jump represents, for me, a big truth that I've learned after nearly thirty years in brewing: being a good business is good for business.

So how did we do that? It's hard to wrap it into a neat package. It comprises initiatives we have across our entire brewery. But, I think one thread running through all of our success can be attributed to our mindset of incremental improvement across everything we do.

Just this past year, we increased our Maine-grown grain usage by 25.9% over the prior year to 1.89 million pounds. We continue to reduce our water consumption per gallon of beer, we're down to 3.1 gallons of water per gallon of beer, half the industry average. We directed more funds in philanthropy to our community than ever before—\$600,000 this past year alone. And those are just the big wins. As you'll see in our report below, there's a lot more that we have to celebrate.

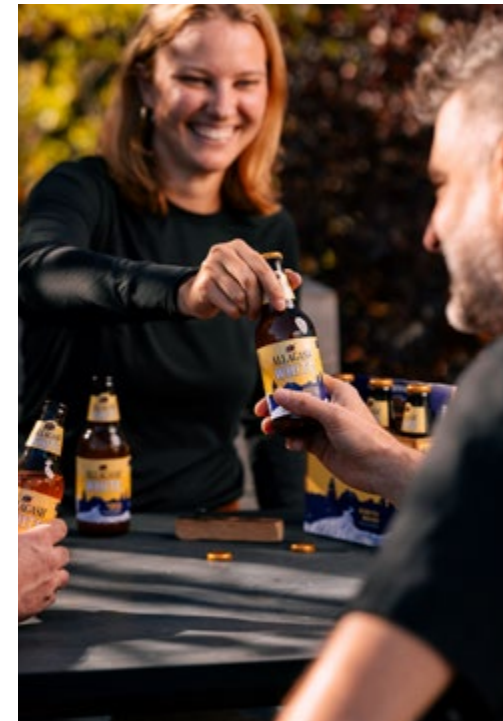
Something inspiring also came from the beer itself. A member of our sales team asked: could Allagash White be one of the most awarded beers of its style? Turns out, it's the most-awarded. If you look at the three biggest international competitions (Great American Beer Festival, World Beer Cup, and Euro Beer Star) Allagash White is the most-awarded Belgian-style Witbier in the world, with nine gold medals, three silver, and five bronze.

In short, we're seeing success in a tough market, and are poised, through efforts across the brewery, to see even more in the coming year. Thanks, as always, for your support, and hope to see you by the brewery soon!

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.



# OUR PURPOSE:

*BREW WITH INTEGRITY, BUILD COMMUNITY*

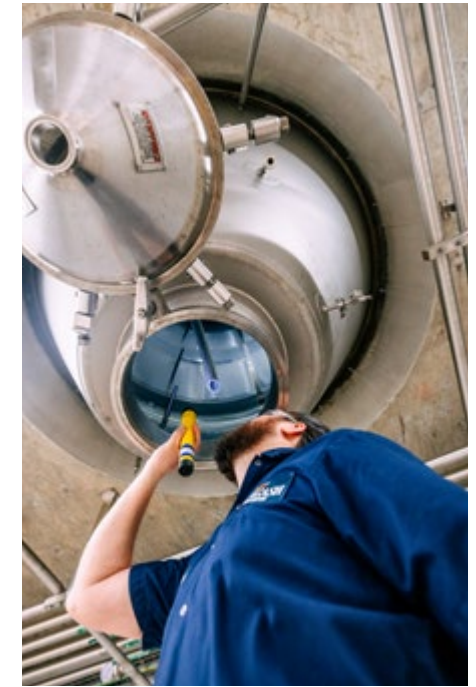
**CARING** *for our environment, our community and one another.*

**GROWTH** *growing responsibly as a company and as individuals.*

**QUALITY** *never compromising the quality of our craft.*

**SAFETY** *creating an inclusive workplace that prioritizes the physical, emotional, and mental health of employees.*

**INNOVATION** *stay curious and seek better ways to do things.*



# GOVERNANCE

*THE BENEFIT OF OPENNESS*

We're committed to keeping everyone on the same page with weekly newsletters, multiple all-staff meetings, open collaboration across departments, and more. This spirit of collaboration toward a singular, well-known objective—in our case right now, consistent improvement—has helped every employee in making decisions that are both right for their role, and right for the company as a whole.

**48**  
NEWSFLASHES

48 weeks of the year, we send out an internal Newsflash, updating everyone on what's happening in all departments across the organization.

**10**  
YEARS  
RUNNING

For the past ten years, our employees have voted us as one of the Best Places to Work in Maine.

**14**  
TRAININGS

14 staff trainings were held this past year, focusing on equipping our team to engage in effective conversations around difficult subjects, including Crucial Conversations, Cross Cultural Dialog, Healthy Alcohol Habits, Active Bystander, Change Management, and Preventing Harassment.





# EMPLOYEES

## STAYING TRUE TO OUR VALUES

It's our priority to take care of the people that make us the company we are. Through a robust benefits package and a genuinely optimistic and kind company culture, we have outstanding retention. And as we grow, it's our goal to only increase the benefits of working at Allagash.

**10**  
YEARS

Ten years at Allagash is celebrated with the opportunity for an employee to take a month-long, fully-paid sabbatical (with another sabbatical available every 5 years after that).

**12**  
SABBATICALS

12 people took their sabbatical last year, with tenures ranging from 10 to 20+ years.

**55**  
EMPLOYEES

55 employees hit their full 16-hours of paid Volunteer Time, which allows them to direct \$300 to a nonprofit of their choice.

**1,322**  
HOURS

1,322 fully-paid volunteer hours were used by our staff of ~140 over the course of 2023.

**\$5,250**  
AVAILABLE

\$5,250 is available to any employee for their yearly education reimbursement.





## COMMUNITY

On every single can or bottle of Allagash White, you'll see the phrase "We're Good Together." To us, this means many things. For one, it's about our love of being actively engaged in our community, learning from nonprofit partners, and sharing our knowledge with them. It's also about you, the people who enjoy our beer. It's because of your support that we can do this work, and also give 1% of our revenue back to our community.

**\$600,000**  
GIVEN

\$600,000 is the total amount, including donations from our tasting room customers, that we directed to our community this past year.

**\$200,000**  
PLEGGED

\$200,000 is our pledge over the next four years to support the Barbara Bush Children's Hospital Nursing Scholarships and Child Life Program. As of last year, we've provided scholarships for 313 nurses looking to progress in their careers.

**20,000**  
POUNDS

20,000 pounds of fresh food and basic necessities made it to families with children in Greater Portland through our work with The Locker Project.

**2**  
COLLABS

We brewed Cur-8 with Crowns & Hops and Verb with Montclair Brewery to support the 8 Trill Initiative—a fund with the purpose of increasing racial equity in Craft Beer.



# ENVIRONMENT

With every passing year, the reality of our changing climate is becoming more and more disruptive. At the beginning of 2024, many of Maine’s coastal communities were devastated by the highest flooding on record. As a business, we know that our decisions are greater than any one individual’s—so it’s imperative that we do our part to lessen our impact on the environment.



**98%**  
SIDESTREAMED

98% of our waste is kept out of the landfill, thanks to recycling, side streaming, composting, and waste reduction programs.

**3.1**  
GALLONS

We use 3.1 gallons of water per gallon of beer produced. That’s half of the industry average.

**11**  
MEMBERS

Our 11-person Green Team is a group of folks from across the brewery that meets bi-weekly to collaborate on innovative ways to reduce our impact.

**1,895,585**  
POUNDS

We used 1,895,585 lbs of Maine-grown and -processed grain in 2023, a 25% increase over the amount we used in the previous year.





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## WHAT'S NEXT?

More of the same in the best possible way. With more collaboration across the entire brewery, we're finding ways to improve how we do business across the board. We're also excited to be launching new seasonal beers, more of our employee-led From Maine, With Love® series, as well as innovating with cider and fruit wines only available at the brewery. We've got a lot planned, and we can't wait to share 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](mailto:Info@allagash.com)**





**FROM  
MAINE,  
WITH  
LOVE<sup>®</sup>**